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National Mediation Board

Sixty-Third

Annual Report

Including the Report of the National Railroad Adjustment Board

1997

For the Fiscal Year Ended September 30,1997

(40)

99-027077

National Mediation Board

Sixty-Third Annual Report

Including the Report of the
National Railroad Adjustment Board

For the Fiscal Year Ended
September 30, 1997

NATIONAL MEDIATION BOARD
WASHINGTON, D.C. 20572

(202) 692-5000

The President
President of the Senate
Speaker of the House of Representatives

Sirs:

It is an honor to submit to you the Sixty-Third Annual Report of the National Mediation Board for Fiscal Year 1997, pursuant to Section 4, Second of the Railway Labor Act.

This report reviews twelve months of the Board's activities under the Railway Labor Act—the collective bargaining statute that governs labor relations in the rail and air transportation industries. The law provides comprehensive procedures for preserving industrial peace in these vital industries while, at the same time, ensuring the right of employees to organize and bargain collectively through representatives of their own choosing.

Several challenging mediation disputes occurred during the fiscal year. One involved Amtrak and its employees represented by the Brotherhood of Maintenance of Way Employees. This dispute was resolved without a disruption of service. Another involved a 24 minute strike by American Airlines' pilots that was halted by the first airline presidential emergency board in 31 years. A continuing NMB initiative involved the facilitation of a labor-management committee consisting of the Nation's Class 1 rail-freight carriers and the largest rail operating union. The purpose of the committee is to develop options for resolving critical issues in advance of the FY 2000 round of national bargaining.

The Board continued to move apace with its agency realignment, which enabled the NMB to provide enhanced dispute resolution services without any increase in staff. A greatly expanded NMB alternative dispute resolution (ADR) program by the end of the year was one beneficiary of this realignment.

Respectfully,

Stephen E. Crable
Chief of Staff

NATIONAL MEDIATION BOARD
Fiscal Year 1997

Kenneth B. Hipp, Chairman*
Magdalena G. Jacobsen, Member
Ernest W. DuBester, Member

Stephen E. Crable, Chief of Staff
Jeffrey MacDonald, Assistant Chief of Staff

Ronald M. Etters
General Counsel

James E. Armshaw
Director, Development &
Technical Services

June D.W. King
Chief Financial Officer

Priscilla C. Zeigler
Staff Coordinator/Arbitration

Roland Watkins
Senior Hearing Officer/
Legal Counsel

Mary L. Johnson
Senior Hearing Officer/
Legal Counsel

Sean Rogers**
Senior Hearing Officer/
Legal Counsel

Benetta Mansfield**
Senior Hearing Officer/
Legal Counsel

John J. Bavis
Senior Mediator

Lawrence Gibbons
Senior Mediator

* Member Hipp resigned on December 31, 1998.
**Joined NMB staff following the close of the fiscal year.

NATIONAL MEDIATION BOARD

Mediators

John J. Bavis

Samual Cognata

Richard Hanusz

Jack Kane

Laurette Piculin

Pat Sims

Lawrence Gibbons

Rich Frey*

Thomas Ingles

Gale Oppenberg

John Schrage

*Joined the NMB staff subsequent to the 1997 Fiscal Year.

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Registry of Board Members

NAME	ENTERED OFFICE		
Kenneth B. Hipp	05-19-95	Resigned	12-31-98
Magdalena G. Jacobsen	12-01-93	Term Exp.	07-01-99
Ernest W. DuBester	11-15-93	Term Exp.	07-01-98
Kimberly A. Madigan	08-20-90	Resigned	11-30-93
Patrick J. Cleary	12-04-89	Resigned	01-31-95
Joshua M. Javits	01-19-88	Resigned	11-14-93
Charles L. Woods	01-09-86	Resigned	01-15-88
Helen M. Witt	11-18-83	Resigned	09-18-88
Walter C. Wallace	10-12-82	Term Exp	07-01-90
Robert J. Brown	08-20-79	Resigned	06-01-82
Robert O. Harris	08-03-77	Resigned	07-31-84
Kay McMurray	10-05-72	Term Exp.	07-01-77
Peter C. Benedict	08-09-71	Deceased	04-12-72
David H. Stowe	12-10-70	Retired	07-01-79
George S. Ives	09-19-69	Retired	09-01-81
Howard G. Gamser	03-11-63	Resigned	05-31-69
Robert O. Boyd	12-28-53	Resigned	10-14-62
Leverett Edwards	04-21-50	Resigned	07-31-70
John Thad Scott, Jr.	03-05-48	Resigned	07-31-53
Francis A. O'Neill, Jr.	04-01-47	Resigned	04-30-71
Frank P. Douglass	07-03-44	Resigned	03-01-50
Harry H. Schwartz	02-26-43	Term Exp.	01-31-47
William M. Leiserson	03-01-43	Resigned	05-31-44
David J. Lewis	06-03-39	Resigned	02-05-43
George A. Cook	01-07-38	Resigned	08-01-46
Otto S. Beyer	02-11-36	Resigned	02-11-43
John M. Carmody	07-21-34	Resigned	09-30-35
James W. Carmalt	07-21-34	Deceased	12-02-37
William M. Leiserson	07-21-34	Resigned	05-31-39

Ernest W. DuBester

Kenneth B. Hipp

Magdalena G. Jacobsen

I. NMB MISSION AND RESPONSIBILITIES

The National Mediation Board (NMB), established by the 1934 amendments to the Railway Labor Act of 1926, is an independent agency that performs a central role in facilitating harmonious labor-management relations within two of the nation's key transportation modes--the railroads and airlines. Pursuant to the Railway Labor Act, NMB programs provide an integrated dispute resolution process to effectively meet the statutory objective of minimizing work stoppages in the airline and railroad industries. The NMB's integrated processes specifically are designed to promote three statutory goals:

- The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
- The effectuation of employee rights of self-organization where a representation dispute exists; and
- The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

Mediation

The purpose of mediation under the Railway Labor Act is to foster the prompt and orderly resolution of collective bargaining disputes in the railroad and airline industries. These disputes, referred to as "major" disputes, involve the establishment or revision of rates of pay, rules, or working conditions. The parties should attempt to resolve collective bargaining disputes through direct negotiations. Failing that, either party may request the Board's services or the Board may involve itself on its own initiative. In its mediatory role, the Board may employ a variety of methods, including traditional mediation, interest-based problem solving, or facilitation. The Board views the objective of mediation as assistance to the parties in achieving agreement and sees the role of the mediator as an active participant in the process as a key to that assistance. NMB expertise in mediation and its discretion to determine when mediation has been exhausted, however, ensures that bargaining disputes rarely escalate into disruptions of passenger service and the transportation of commerce. Historically, some 97 percent of all NMB mediation cases have been successfully resolved without interruptions to public service. Since 1980, only slightly more than 1 percent of cases have involved a disruption of service.

Presidential Emergency Boards

In rare situations, when a disruption of essential transportation services, which meets the standards specified by the RLA, the NMB may recommend that the President create a Presidential Emergency Board. A Presidential Emergency Board temporarily prevents a work stoppage or a lock out for up to sixty days and provides recommendations for resolving the dispute.

Representation

Under the Railway Labor Act, the NMB is responsible for effectuating employee rights of self-organization where a representation dispute exists. The NMB representation process ensures that potentially disruptive disputes over who represents employees for collective bargaining purposes are resolved peacefully. Peaceful resolution of representation disputes is crucial to the airline and railroad industries because of the central role they play in the U.S. transportation system. The NMB's effective determination of collective bargaining representation enhances the stability of collective bargaining in the railroad and airline industries.

The primary representation dispute responsibilities of the NMB are as follows:

- Conduct initial investigation of representation applications
- Determine and certify collective bargaining representatives of employees
- Ensure that the process occurs without interference, influence or coercion

Arbitration

Under the Railway Labor Act, employee grievances arising under the terms of collective bargaining agreements (minor disputes) are subject to compulsory arbitration. Effective arbitration processes are therefore necessary to resolve such disputes.

Alternative Dispute Resolution and Dispute Prevention Activities

The NMB's alternative dispute resolution and dispute prevention activities consist of training and education including interest-based bargaining and facilitation, pre-dispute mediation, and grievance mediation among other services. The overall goal is to help the parties bring about a positive change in the collective bargaining culture in the railroad and airline industries and achieve a more timely resolution of disputes. To help achieve a positive change in bargaining culture at a time of increasingly complex negotiations, the NMB initiated a training and facilitation process to assist the parties in undertaking innovative negotiation and dispute resolution approaches. In addition to training offered by the Board to the parties, the Board has undertaken a continuing education program for its professional staff to ensure that all staff receive practitioner-oriented classroom and on-the-job training in communications and conflict management, consensual decision making, group problem solving, interest-based and traditional bargaining, and grievance mediation.

Further information concerning the National Mediation Board and the Railway Labor Act is available on the NMB web page (www.nmb.gov).

II. Summary of NMB Activities, Fiscal Year 1997

FY 1997 recorded a dramatic increase in the NMB's mediation and representation case activities. The total number of new mediation and representation case filings increased by 48 percent over the previous year. Mediation case closures increased by 28 percent and representation case closures increased by 22 percent. The Board continued to move ahead and greatly expanded its very successful alternative dispute resolution (ADR) initiative.

The Board accelerated the pace of its initiative to reorganize the agency and to improve the quality of its services. The reorganization included the relocation of mediators to the Washington, D.C. office, expansion of core operations, reorganization of the NMB's organizational structure and management team. These actions allowed the agency to achieve more effective utilization of its mediators' corps and support staff. Between October 1996 and January 1997, eight of the Board's fifteen mediators retired or left the agency. The Board consequently devoted substantial time and resources to recruiting, interviewing, hiring and training five new mediators. At the close of the fiscal year, some mediator positions remained unfilled, other mediator retirements were possible and staffing issues were expected to continue to be a challenge well into the future.

Without restructuring, the NMB's ability to maintain effective operations could have been problematic. Although the temporary loss of staff due to the relocation stretched and challenged the NMB's limited resources, better utilization of mediation and support staff enabled over-the-year increases in case productivity and new initiatives in dispute prevention and alternative dispute resolution. Throughout the year the NMB continued to build staff competencies in support of these initiatives by offering training and facilitation services to our airline and railroad customers.

The Board continued to address its strategic technological challenges for the next five years. Greater utilization of computer technology and restructuring of office "systems" were found to be critical to the ability of the agency to satisfy its statutory responsibilities. The NMB upgraded its hardware and software with the latest technology, which allows for more effective communication between the staff and improved service to our labor and management customers.

The NMB moved into cyberspace, by providing staff with effective access to the Internet and by developing and making final preparations for the launching of the NMB Web site (*www.nmb.gov*) during the coming year. In developing the format, content and structure of what is planned to be a very user-friendly site, the agency drew heavily upon support

from interested labor and management parties, other Government agencies and the public. The Board directed that the primary focus of the site should be the principal functions of Mediation, Representation, Arbitration, and Emergency Boards. Accordingly, the Railway Labor Act, the NMB's Rules, Representation Manual, Strategic Plan and Customer Service Plan, NMB forms and instructions for applying for NMB services, and the most recent NMB Representation Determinations are to be made available through the site.

All of these steps allowed the agency to do more with less. The following pages provide a more detailed account of NMB operations and administration and highlight case and other program activities for the 1997 Fiscal Year.

III. FY 1997 Highlights and Review of Case record

The NMB is responsible for providing carriers and labor organizations with dispute resolution services in the railroad and airline industries. The Board's "customers" include more than 100 scheduled airlines, 500 railroads, and dozens of labor organizations. These carriers employ more than 800,000 employees. NMB jurisdiction also extends to hundreds of smaller certificated air carriers, commuters, and air taxis, including ambulance, sightseeing, commercial helicopter and certain airport, air freight and related services as well as the employees working for these carriers.

By successfully resolving mediation and representation disputes and facilitating the resolution of arbitration disputes, the Board contributes to the stable, reliable and efficient transportation of passenger, freight, cargo and mail services, both nationally and internationally. Strikes or lockouts can and do occur, but these breakdowns in collective bargaining are the exception, not the rule. While such disruptions in service potentially take a toll on the economy, businesses and individuals, the services of the Board are instrumental in minimizing them.

Mediation Services

FY 1997 continued to be a year of change for both the railroad and airline industries. The consolidations within the railroad industry continued with the mergers of Burlington Northern and the Santa Fe and also the Union Pacific and the Southern Pacific Railroads. Still pending at the end of the year was Surface Transportation Board (STB) approval of the division of Conrail between Norfolk Southern and CSX. The major freight railroads continued to shed some of their trackage and new short lines continued to proliferate. These changes created an unstable environment for collective bargaining that will continue to require the NMB's assistance.

As part of the national settlement in the railroad industry, which essentially ended in calendar year 1996, the NMB began to facilitate a panel between the National Carriers' Conference Committee and the United Transportation Union. The purpose of the panel is to discuss work rule, work life and pay issues, which have created difficulty for the parties during their past negotiations on a national basis. The panel is using interest-based problem solving techniques to analyze the issues and develop options for the parties prior to the next round of Class I rail-freight negotiations, which are scheduled for the year 2000. The panel was competitively awarded a $100 thousand Federal grant to support its work. The Board is directly participating as a facilitator in these ongoing discussions.

The airlines recorded record profits on the whole for the period and several major carriers negotiated new contracts with their employees' unions. Notwithstanding the overall health of the airline sector, there were still some airlines facing financial viability issues and potential bankruptcies, reorganizations and mergers.

Of note in the airline industry was the emergence of regional jets and the issue of whether they will be flown by the pilots on the parent airline, a subsidiary carrier or by one or more of their code-sharing affiliates. This was one of several issues in the American Airlines dispute with its pilots, which culminated in a 24 minute strike by the Allied Pilots Association (APA) and the creation of Presidential Emergency Board No. 233. Subsequent to the resolution of the American-APA dispute, American's wholly-owned feeder–American Eagle–successfully concluded negotiations with its pilots with some assistance from the NMB, which included training in interest-based bargaining techniques.

During FY 1997, the NMB docketed 76 new mediation disputes and mediated 74 cases to conclusion. A list of mediation cases docketed and closed for the fiscal year is provided in the Mediation Case Record at the end of this section of the report.

Alternative Dispute Resolution Services

To help achieve a positive change in the bargaining culture in the airline and railroad industries at a time of increasingly complex negotiations, the Board initiated an alternative dispute resolution (ADR) program to assist the parties. The overall goal is to improve the quality of bargaining in the two industries and reduce the time it takes to resolve disputes by offering training in interest-based problem solving and providing faciliatation services outside the context of mediation. In keeping with this goal, the Board sees improved training for the parties and its mediation staff as instrumental to bringing about meaningful improvements in bargaining.

Mediators and other professional staff participated in the Harvard-MIT-Tufts Program on Negotiation at Harvard Law School. They also received practitioner-oriented training in interest-based problem solving negotiations, grievance mediation and facilitation techniques, which was provided in-house with airline and railroad labor and management and neutral third parties participating. By the close of the year, the NMB was providing training and ADR facilitation services to airline and railroad labor and management.

During FY 1997, the NMB docketed 40 training/ADR facilitation cases and closed eight cases. ADR recipients included grievance mediation training and facilitation for American Airlines/APA, American West/ALPA, Metro North/BLE, Metro North/UTU,

PSA/ALPA, CC Air/AFA, and Grand Trunk Western/UTU. Interest-based bargaining training and facilitation recipients included DHL/ALPA, Northwest Airlines/TWU, Piedmont/ALPA, American International Airlines/IBT and Allegheny/ALPA. Labor-management committee activities included facilitation of meetings of the UTU/NCCC National Wage and Rule Panel and providing training and ongoing facilitation for certain meetings of the Conrail/UTU/BLE crew scheduling and rail safety pilot projects.

Mediation/ADR Case Statistics

New case filings were up 84 percent over the previous year. The number of cases resolved during FY 1997 increased by 28 percent over FY 1996. The following shows the combined Mediation/ADR Caseload for the last three years:

	FY-1997	FY-1996	FY-1995
Pending Start of Year	150	151	113
Received During Year	116	63	118
Resolved During Year	82	64	80
Pending End of Year	184	150	151

RLA Section 10 Presidential Emergency Boards

If a dispute threatens substantially to interrupt interstate commerce so as deprive any section of the country of essential transportation services, the NMB may recommend and the President may create an emergency board to investigate and report on the dispute. This is an additional forum that is available under the act, which requires the parties to maintain status-quo conditions throughout the period that the presidential emergency board (PEB) is in effect and for 30 days following the PEB's report and recommendations. These PEBs are commonly called Section 10-boards. Emergency board members typically conduct fact-finding, work with the parties to help resolve their differences and report their recommendation to the President. Such recommendations often establish a framework for more intensive mediation and final voluntary agreement. They also have become the basis for legislative action which resulted in settlements imposed on the parties by Congress.

During FY 1997, two Section 10 PEBs were created to resolve disputes involving air and rail carriers and their employees.

PEB NO./ DATE	AIR/RAIL CARRIER	LABOR ORGANIZATION	DISPOSITION
233 03/19/97	American Airlines	Allied Pilots Association	Mediated Agreement
234 09/21/97	Amtrak	BMWE	Mediated Agreement

On February 15, 1997, the President created an emergency board (PEB No. 233) to stop a brief strike by American Airlines' pilots represented by the Allied Pilots Association. In that case, the Report and Recommendations for settlement provided by PEB No. 233 formed the basis for the parties' agreement and further self help was averted.

The second Section 10 PEB, No. 234, involved disputes between Amtrak and the Brotherhood of Maintenance of Way Employees (BMWE). PEB No. 234 was created on August 21, 1997 by Executive Order No. 13060, and its report was submitted to the President on September 21, 1997. The issue of Amtrak funding by Congress and the commitment to make Amtrak self-supporting were major factors in the dispute. An agreement was reached, without resorting to self-help, on November 2, 1997.

RLA Section 9a Presidential Emergency Boards

The RLA provides a multi-step emergency board process for unresolved disputes affecting publicly funded and publicly operated commuter railroads and their employees. If mediation procedures are exhausted, the parties to the dispute or the Governor of any state (where the railroad operates) may request the President to establish a so-called Section 9A board. The President is required to establish such a board once requested. If the dispute remains unresolved sixty (60) days following the creation of the board, the NMB is required to conduct a public hearing on the dispute. If the dispute continues to remain unresolved, within 120 days after the creation of the first 9A board, any party may request a second 9A board to select among the parties' final offers.

During FY 1997, one Section 9A presidential emergency board was created to resolve a collective bargaining dispute at a regional commuter rail carrier.

PEB NO./ DATE	CARRIER	LABOR ORGANIZATION	DISPOSITION
232 02/27/97	SEPTA	BLE	Mediated Agreement

In November 1996, the second of two emergency boards, PEB No. 232, was created to select a final offer for settlement in a dispute between the Southeastern Pennsylvania Transportation Authority and the Brotherhood of Locomotive Engineers. PEB No. 232 was successful and reported that the parties reached agreement.

MEDIATION CASE RECORDS FY-1997
RAILROAD CASES DOCKETED

CARRIER	UNION	CRAFT-CLASS
Amtrak	TCU	Clerical
Belt Railway Co. of Chicago	BLE	Locomotive Engineers
Berlin Mills Railway	UTU	Conductors
Berlin Mills Railway	UTU	Trainmen
Berlin Mills Railway	UTU	Engineers
Birmingham Southern RR	UTU	Maintenance of Way
ConRail	ILA	Longshoremen
ConRail	TCU-TWU	Carmen
ConRail	URSA	Foremen
Dakota, Minnesota & Eastern Railroad Corp	UTU	Operating Employees
Delaware & Hudson	BRS	Foremen
Delaware & Hudson	BRS	Signalmen
Delaware & Hudson	BRS	Instructors
Delaware & Hudson	BRS	Maintainers
Delaware & Hudson	UTU	Switchmen
Delaware & Hudson	UTU	Conductors
Delaware & Hudson	UTU	Trainmen
Duluth Missabe & Iron Range	BLE	Engineers
Duluth, Winnipeg & Pacific	BMWE	Maintenance of Way
Eastern Idaho RR	BLE	Trainmen
Eastern Idaho RR	BLE	Engineers
Elgin, Joliet & Eastern RW	BLE	Locomotive Engineers

MEDIATION CASE RECORDS FY-1997 RAILROAD CASES DOCKETED (continued)

CARRIER	UNION	CRAFT-CLASS
Elgin, Juliet & Eastern RW	BMWE	Maintenance of Way
Lake Terminal Railroad	UTU	Trainmen
Lake Terminal Railroad	UTU	Enginemen
Long Island RR	BRS	Signalmen
Long Island RR	IBEW	Electrical Workers
Long Island RR	SMWIA	Sheet Metal Workers & Pipe Fitters
Maryland & Penn. RR	BMWE	Maintenance of Way
Metro-North	TCU	Clerks
Minnesota & Manitoba	BMWE	Maintenance of Way
No. Indiana Transportation District	BMWE	Maintenance of Way
No. Indiana Transportation District	UTU	Conductors
No. Indiana Transportation District	UTU	Engineers
No. Indiana Transportation District	UTU	Trainmen
Norfolk & Western RR	UTU	Conductors, Trainmen, Firemen, & Engineers
Norfolk & Western RR	UTU	Conductors, Trainmen, Firemen, & Engineers
Patapsco & Back Rivers	UTU	Conductors & Engineers
Sand Springs Railway	UTU	Yardmasters
Soo Line Railroad	TCU	Clerks
Union Pacific RR	BMWE	Maintenance of Way

MEDIATION CASE RECORDS FY-1997 RAILROAD CASES DOCKETED (continued)

CARRIER	UNION	CRAFT-CLASS
Union Railroad Co.	USWA	Office, Station & Storehouse
Wheeling & Lake Erie RW	BLE	Locomotive Engineers
Wheeling & Lake Erie RW	UTU	Trainmen
Wheeling & Lake Erie RW	UTU	Conductors

MEDIATION CASE RECORD FY-1997
RAILROAD CASES CLOSED

CARRIER	UNION	CRAFT-CLASS
Belt Railway Co. of Chicago	UTU	Engineers
Belt Railway Co. of Chicago	UTU	Switchmen
Belt Railway Co. of Chicago	BLE	Locomotive Engineers
Birmingham Southern RR	UTU	Trainmen
Birmingham Southern RR	UTU	Maintenance of Way
Burlington Northern	BMWE	Maintenance of Way
Burlington Northern	BMWE	Maintenance of Way
Central Railroad Company	UTU	Conductors
Central Railroad Company	UTU	Engineers
Chicago Northwestern Trans.	BMWE	Maintenance of Way
ConRail	NCFO	Firemen & Oilers
ConRail	TCU-TWU	Carmen
ConRail	UTU	Yardmen
ConRail	UTU	Trainmen
ConRail	UTU	Conductors
CSX Transportation	BMWE	Maintenance of Way
Dallas, Garland & NE RR	UTU	Train & Engine Service
Delaware & Hudson	IBEW	Elecrical Workers
Duluth Missabe & Iron Range	BMWE	Maintenance of Way
Elgin, Juliet & Eastern RW	BMWE	Maintenance of Way
Fox Valley & Western	BMWE	Maintenance of Way
Grand Trunk Western RR	BLE	Locomotive Engineers

MEDIATION CASE RECORD FY-1997 RAILROAD CASES CLOSED (continued)

CARRIER	UNION	CRAFT-CLASS
Grand Trunk Western RR	UTU	Conductors & Trainmen
Guilford Trans (B&M)	BMWE	Maintenance of Way
Guilford Trans (Portland Terminal)	IBEW	Electrical Workers
Guilford Trans (B&M)	IBEW	Electrical Workers
Guilford Trans (Maine Central)	IBEW	Electrical Workers
Illinois Central RR	BLE	Engineers
Illinois Central RR	BMWE	Maintenance of Way
Illinois Central RR	UTU	Conductors, Trainmen, & Yardmen
Long Island RR	BRS	Signalmen
Metro North Commuter	TCU-ARASA	Maintenance of Way
Metro North Commuter	TWU	Bartenders
Monongahela Connecting	UTU	Trainmen
Monongahela Connecting	UTU	Enginemen
Montana Rail Link	TCU	Clerks
NCCC	BMWE	Maintenance of Way
NCCC	BRS	Signalmen
NCCC	IBEW	Electrical Workers
NCCC	SMWIA	Sheet Metal Workers
NCCC	TCU	Clerks
NRLC	NCFO	Firemen & Oilers
Phil., Beth. & New England	UTU	Trainmen
Sand Springs Railway	BMWE	Maintenance of Way

MEDIATION CASE RECORD FY-1997 RAILROAD CASES CLOSED (continued)

CARRIER	UNION	CRAFT-CLASS
Sand Springs Railway	UTU	Yardmasters
SEPTA	BLE	Engineers
SEPTA	BMWE	Maintenance of Way
SEPTA	TCU	Clerks
Soo Line Railroad	BLE-ATDD	Train Dispatchers
Soo Line Railroad	BMWE	Maintenance of Way
South Buffalo Railroad	BLE	Locomotive Engineers
South Buffalo Railway	UTU	Conductors & Brakemen
Steelton & Highspire RR	UTU	Conductors
Steelton & Highspire RR	UTU	Engineers
Terminal RR Association	BLE-ATDD	Train Dispatchers & Asst. Chief
Texas Northeastern RR	UTU	Train & Engine Service
Union Pacific RR	BMWE	Maintenance of Way
Wisconsin & Calumet RR	UTU	Maintenance of Way
Wisconsin & Calumet RR	UTU	Conductors
Wisconsin & Calumet RR	UTU	Engineers
Wisconsin Central/Fox Valley	BMWE	Engineering Dept.

MEDIATION CASE RECORD FY-1997
AIRLINE CASES DOCKETED

CARRIER	UNION	CRAFT-CLASS
Aer Lingus	IAM	Fleet & Passenger
Aer Lingus	IAM	Maintenance
Air Canada	IBT	Customer Service Agents
Air Tran Airways	IAM	Mechanics & Related
Air Wisconsin Airlines	IAM	Mechanics & Related
Air Wisconsin Airlines	IAM	Clerical, Office, Fleet & Passenger
ALM-Antillean Airlines	IAM	Clerical, Office, Fleet & Passenger
America West Airlines	AFA	Flight Attendants
America West Airlines	IBT	Machinists & Related
British Airways	IAM	Mechanics
British Airways	IAM	Passenger Service
British Airways	IAM	Reservations & Sales
British Airways	IAM	Telecommunications
Challenge Air Cargo	IBT	Flight Engineers
Challenge Air Cargo	IBT	Pilots
Continental Airlines	IACP	Pilots
Continental Express	IACP	Pilots
El Al Israel Airlines	IAM	Fleet & Passenger, Maintenance, Stores
Great Lakes Aviation	IBT	Pilots

MEDIATION CASE RECORD FY-1997 AIRLINE CASES DOCKETED (continued)

CARRIER	UNION	CRAFT-CLASS
Horizon Air	AFA	Flight Attendants
Northwest Airlines, Inc.	ALPA	Pilots
Reeve Aleutian Airways	IBT	Flight Attendants
Skyway Airlines	ALPA	Flight Deck Crew
Southern Air Transport	IBT	Pilots
Southern Air Transport	IBT	Flight Engineers
Tampa Airlines	IAM	Cargo Handlers
Tower Air	TACA	Pilots & Flight Engineers
Trans World Airlines	IAM	Mechanics & Related
Trans World Airlines	IAM	Passenger Service
United Parcel Service	IPA	Flight Deck Crew
Valujet Airlines, Inc.	AFA	Flight Attendants

MEDIATION CASE RECORD FY-1997
AIRLINE CASES CLOSED

CARRIER	UNION	CRAFT-CLASS
ABX Air	IBT	Flight Deck Crew
Air Canada	IBT	Customer Service Agents
American Airlines	APA	Pilots
American Int'l Airways	IBT	Pilots & Flight Engineers
American Trans Air	IBT	Cockpit Crew Members
Atlantic Southeast Airlines	AFA	Flight Attendants
Dalfort Corp.	IBT	Mechanics & Related
Dalfort Corp.	IBT	Stock Clerks, Mechanics & Related
Federal Express	ALPA	Pilots
Mesa Airlines	ALPA	Pilots
PSA Airlines	IBT	Fleet & Passenger
Tampa Airlines	IAM	Cargo Handlers
United Parcel Service	IBT	Mechanics & Related

Representation

Under the Railway Labor Act, the National Mediation Board is responsible for effectuating employee rights of self-organization. The NMB investigates employees' representation disputes, conducts representation elections and otherwise determines the collective bargaining representative of employees, if any. In doing so, the Board ensures that self-organization occurs without interference, influence or coercion.

The number of representation cases resolved during FY 1997 increased by 22 percent over the previous year. New case filings were up 15 percent over the previous year. The following shows the representation caseload for the last three years:

	FY-97	FY-96	FY-95
Pending Start of Year	29	29	22
Received During Year	78	68	80
Resolved During Year	83	68	73
Pending End of Year	24	29	29

The selection of employee representatives under the RLA is accomplished on a system-wide basis, which frequently includes numerous operating locations across the nation and may encompass thousands of employees. In many instances, labor and management raise substantial issues relating to the composition of the electorate, the eligibility of particular employees to vote, allegations of election interference and other complex matters, which require careful investigation by the NMB. The following three cases illustrate the range of complexity presented by many representation disputes.

Passenger Service employees of USAirways were the subject of a complex investigation associated with allegations of election interference filed by the Communications Workers of America (CWA). The CWA received votes from more than 45 percent of the 9,300 employees in the craft or class. The CWA alleged that USAirways had interfered with the employees' freedom of choice and requested a re-run election using a "Laker" yes-no ballot. Following an extensive investigation, the NMB found material election interference which required a re-run election. However, the Board declined to order a "Laker" ballot and used the NMB's standard ballot for the re-run election. A motion for a temporary restraining order filed by USAirways to prevent the re-run election was denied by the U. S. District Court for the District of Columbia. More than 55 percent of those eligible to participate voted for representation in the subsequent re-run election and the CWA was certified as the employees' representative.

The Transportation Communications International Union (TCU) initiated a case under the NMB's Railroad Merger Procedures in which the TCU sought to represent more than 500 Yardmasters employed by the Union Pacific Railroad/Southern Pacific Lines. The United Transportation Union (UTU) subsequently intervened in the case. Initially the NMB investigated to determine whether the two railroads met the agency's standards for a "single transportation system," which would permit a single election among all of the involved employees. Subsequently, the TCU and UTU formed a joint council, which the Board's investigation established as a bona fide potential representative. The joint council received more than 77 percent of the votes in the ensuing election and was certified as the representative of the Yardmasters craft or class.

A third example involves an application of the International Association of Machinists and Aerospace Workers (IAM) to represent more than 5,000 Flight Attendants at Trans World Airlines (TWA). At the time the application was filed these employees were represented by the Independent Federation of Flight Attendants (IFFA). IFFA filed allegations of election interference. Following its investigation, the NMB determined that the circumstances in this case did not constitute interference. During the election, another union, the Association of Flight Attendants (AFA), also campaigned. More than 89 percent of the employees eligible to participate in the election voted for representation. The IAM received the majority of the votes cast and was certified by the Board to represent the carrier's Flight Attendants.

Other significant representation investigations during FY 1997 involved employees of Continental Airlines and Federal Express Corp. At Continental, the IAM sought to represent approximately 4,500 Fleet Service employees. In April 1997, the NMB determined that the IAM did not meet the 35 percent showing of interest requirement under the NMB's rules and dismissed the application without an election. In July 1997, following an election at Continental, the NMB certified the International Brotherhood of Teamsters as the representative of Continental's 4,800 Mechanics and Related employees. At Federal Express, approximately 3,100 Flight Deck Crew Members voted to change their collective bargaining representative. At the time of the dispute, the Air Line Pilots Association (ALPA) was the representative. However, the challenger representative, the FedEx Pilots Association, prevailed in the election conducted by the NMB and was certified as the employees' representative.

While the above representation disputes involving large numbers of employees generally are more publicly visible, all representation cases require and receive neutral and professional investigations by the Board.

REPRESENTATION CASE RECORD FY-1997
RAILROAD CASES DOCKETED

CARRIER	UNION	CRAFT/CLASS
Atlantic & Gulf/Georgia & Fl RR	BLE	Locomotive Engineers
Dakota, Minn. & Eastern RR Corp.	BMWE	Maintenance of Way
Ft. Smith Railroad Co.	FSREU	Railroader
Georgia & Florida RR	BLE	Locomotive Engineers
Georgia Ports Authority	IBT	Marine Dock Warehousemen & Related
Kyle Railroad Co.	UTU	Carmen
Long Island Rail Road	UTU	General Foreman
Long Island RR	TCU	Clerical
Montana Western Railway Company	UTU	Train & Engine Service
Nebraska Central Railroad Co.	UTU	Carmen
Nebraska Central Railroad Co.	UTU	Maintenance of Way
Nebraska Central Railroad Co.	UTU	Train & Engine Service
New England Central Railroad, Inc.	UTU	Train & Engine Service
Sault Saint Marie Bridge Co.	TCU	Clerical
Soo Line RR Co.	BLE/UTU	Locomotive Engineers
South Carolina Central Railroad Co.	UTU	Train & Engine Service
South Carolina Public Railways	TCU	Clerical
South Orient Railroad Company	UTU	Train & Engine Service
The Indiana Railroad Company	UTU	Flight Attendants
Toledo, Peoria & Western Rwy.	IAM	Mechanics & Related

REPRESENTATION CASE RECORD FY-1997 RAILROAD CASES DOCKETED (continued)

CARRIER	UNION	CRAFT/CLASS
Union Pacific/Southern Pacific	YSC-UPUYC	Yardmaster
Union Pacific RR/Southern Pacific	BLE	Train dispatchers
West Texas & Lubbock RR Co.	UTU	Operating/Non-operating
Wheeling & Lake Erie Railway	UTU	Clerks
Willamette & Pacific Railroad	UTU	Train & Engine Service
Wisc. & Calumet RR	WCEU-TCU	Operating Engineers & Conductors
Wisc. & Calumet RR	WCEU-TCU	Non-operating (Maintenance of Way)
Wisconsin Central, LTD	UTU-BLE	Conductors
Wisconsin Central, LTD	UTU-BLE	Engineers

REPRESENTATION CASE RECORD FY-1997
RAILROAD CASES CLOSED

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Allegheny and Eastern Railroad, Inc.	UTU	Train and Engine Service	Dismissal
Arkansas And Missouri Railroad Company	BLE	Carmen	Dismissal
Arkansas And Missouri Railroad Company	BLE	Dispatchers	Certification
Canton Railroad Company	CLU, BMWE	Maintenance of Way	Dismissal
Fort Smith Railroad Co.	FSREU	Railroader	Dismissal
Indiana Railroad Co.	UTU, BLE	Train and Engine Service	Dismissal
Iowa Interstate Railroad	TCU	Carmen	Certification
Iowa Interstate Railroad	TCU	Electricians	Dismissal
Iowa Interstate Railroad	TCU	Machinist/mechanics	Certification
Kyle Railroad Company	UTU	Carmen	Certification
Little Dixie Rail Services	ATDD	Maintenance of Way	Dismissal
Long Island Rail Road	UTU	General Foremen	Dismissal
Montana Western Railway Company, Inc.	UTU	Operating/non-operating Employees	Certification
Nebraska Central Railroad	UTU	Carmen	Certification
Nebraska Central Railroad	UTU	Maintenance of Way	Certification

REPRESENTATION CASE RECORD FY-1997 RAILROAD CASES CLOSED (continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Nebraska Central Railroad	UTU	Train and Engine Service	Certification
Pittsburgh and Shawmut Railroad, Inc.	UTU	Train and Engine Service	Dismissal
Sault Saint Marie Bridge Company	TCU	Carmen	Dismissal
Sault Saint Marie Bridge Company	TCU	Clerical Employees	Dismissal
Soo Line Railroad Company	BLE	Locomotive Engineers	Dismissal
South Carolina Central Railroad Company	UTU	Train and Engine Service	Certification
South Carolina Public Railways	TCU	Clerical Employees	Certification
South Orient Railroad Co.	UTU	Train and Engine Service	Certification
Union Pacific Railroad and Southern Pacific Lines	BLE	Train Dispatchers	Dismissal
Union Pacific Railroad and Southern Pacific Lines	TCU, UTU	Yardmasters	Certification
West Texas and Lubbock Railroad Company, Inc	UTU	Operating/non-operating Employees	Certification
Wheeling and Lake Erie Railroad Company	UTU	Clerks	Certification
Willamette and Pacific Railroad, Inc.	UTU	Train and Engine Service	Dismissal

REPRESENTATION CASE RECORD FY-1997 RAILROAD CASES CLOSED (continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Wisconsin & Calumet Railroad	WCEU	Non-operating (Maintenance of Way)	Dismissal
Wisconsin & Calumet Railroad	WCEU	Operating (Engineers & Conductors)	Dismissal
Wisconsin Central Transportation Corporation Railroads	BLE, UTU	Conductors	Certification
Wisconsin Central Transportation Corporation Railroads	BLE, UTU	Engineers	Certification
Wisconsin Central/ Fox Valley and Western	FVWM WEA, BMWE	Maintenance of Way	Dismissal

REPRESENTATION CASE RECORD FY-1997
AIRLINE CASES DOCKETED

CARRIER	UNION	CRAFT/CLASS
ABX Air, Inc.	IBT	Flight Instructors
Aeromexico	IAM	Passenger Service
Air Midwest	Goger-IAM	Mechanics & Related
Air South Airlines	ASPA	Pilots
Air Tran Airways, Inc.	ATPA	Pilots
Air Transport International	ILA	Maintenance Rep-Supervisors
Air Transport International	IBT	Flight Deck Crew
AirTran Airways	IAM	Store Employees
Airways Corp.	IBT	Flight Attendants
Aloha Island Air, Inc.	TWU	Dispatchers
America West Airlines, Inc.	TWU	Fleet Service
American Airlines	IBT	Aircraft Service Supervisors
AMR Services, Inc.	UIW	Fleet Service
CAir, Inc.	IAM	Flight dispatchers
Carnival Air Lines	AFA	Flight Attendants
Carnival Air Lines	TWU	Dispatchers
Chautauqua Airlines, Inc	IBT	Dispatchers
Continental Airlines, Inc.	IBT	Mechanics & Related
Delta Airlines	TWU	Fleet Service
DHL Airways, Inc.	IAM	Mechanics & Related
East Wind Airlines	IBT	Pilots
East Wind Airlines	IBT	Flight Attendants

REPRESENTATION CASE RECORD FY-1997 AIRLINE CASES DOCKETED (continued)

CARRIER	UNION	CRAFT/CLASS
East Wind Airlines	IBT	Dispatchers
Emery Worldwide	ALPA	Flight Deck Crew
Fine Airlines, Inc.	IBT	Flight Deck Crew
Frontier Airlines	IBT	Mechanics & Related
Frontier Airlines	IBT	Stock Clerks
Grand Aire Express, Inc.	IBT	Pilots
Little Dixie	ATDD	Maintenance of Way
Mahalo Air, Inc.	IBT	Pilots
Mesa Airlines, Inc.	AFA	Flight Attendants
Miami Air International	TWU	Pilots
Midway Airlines	IAM	Fleet Service
Midwest Express Airlines	IBT	Pilots
Offshore Logistics, Inc.	OPEIU	Flight Deck Crew
Petroleum Helicopters, Inc.	OPEIU	Flight Deck Crew
Piedmont Airlines, Inc.	IAM	Store Employees
Quality Aircraft Services	IAM	Skycaps
Reno Air, Inc.	IBT	Flight Attendants
Reno Air, Inc.	ALPA	Flight Deck Crew
ServiceMaster Aviation Services	TCU	Skycaps
Spirit Airlines	IBT	Flight Attendants
Sun World Int'l Airlines, Inc.	IBT	Flight Attendants
Trans World Airlines, Inc.	IAM-IFFA	Flight Attendants
United Airlines, Inc.	IAM	Ground Instructors

REPRESENTATION CASE RECORD FY-1997 AIRLINE CASES DOCKETED (continued)

CARRIER	UNION	CRAFT/CLASS
USA Jet Airline, Inc.	IBT	Flight Deck Crew
ValuJet Airlines, Inc.	VJPA	Mechanics & Related

REPRESENTATION CASE RECORD FY-1997
AIRLINE CASES CLOSED

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
ABX Air, Inc.	IBT	Flight Instructors	Dismissal
Aerovias de Mexico, S.A. de C.V. (Aeromexico Airlines)	IAM	Passenger Service	Dismissal
Air Midwest, Inc.	IAM	Mechanics & Related	Certification
Air Transport International	ILA	Mechanics & Related	Dismissal
AirTran Airways, Inc.	IAM	Stores Employees	Certification
America West Airlines	TWU	Dispatchers	Certification
American Airlines, Inc	IBT	Customer Service Team Leaders/customer Service Managers	Dismissal
American Airlines, Inc.	IBT	Aircraft Service Supervisors:	Dismissal
American Airlines, Inc.	IBT	Facility Maintenance Supervisors	Dismissal
American Airlines, Inc.	IBT	Inspection Supervisor	Dismissal
American Airlines, Inc.	IBT	Maintenance Training Supervisors	Dismissal
American Airlines, Inc.	IBT	Production Supervisors	Dismissal
AMR Services, Inc.	UIW, TWU	Fleet Service	Dismissal
Carnival Air Lines, Inc	AFA	Flight Attendants	Certification
Carnival Air Lines, Inc.	TWU	Dispatchers	Certification

REPRESENTATION CASE RECORD FY-1997 AIRLINE CASES CLOSED (continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
CCAir, Inc.	IAM	Flight Dispatchers	Dismissal
Chautauqua Airlines, Inc.	IBT	Dispatchers	Dismissal
Continental Airlines, Inc.	IAM	Fleet Service	Dismissal
Continental Airlines, Inc.	IBT	Mechanics & Related	Certification
DHL Airways, Inc.	TWU	Dispatchers	Certification
DHL Airways, Inc.	IAM	Mechanics & Related	Dismissal
East Wind Airlines, Inc.	IBT	Dispatchers	Certification
Eastwind Airlines, Inc.	IBT	Flight Attendants	Certification
Eastwind Airlines, Inc.	IBT	Pilots	Certification
Emery Worldwide Airlines, Inc.	ALPA	Flight Deck Crew	Certification
Evergreen International Airlines, Inc.	AG, IBT	Flight Engineers	Certification
Evergreen International Airlines, Inc.	AG, IBT	Pilots	Certification
Federal Express Corporation	FPA, ALPA	Flight Deck Crew	Certification
Grand Aire Express, Inc.	IBT	Pilots	Certification
Ground Handling, Inc.	IBT	Fleet and Passenger Service	Certification
Horizon Air	IBT	Pilots	Certification
Kiwi International Airlines, Inc.	TWU	Flight Attendants	Certification
Kiwi International Airlines, Inc.	TWU	Flight Deck Crew	Dismissal

REPRESENTATION CASE RECORD FY-1997 AIRLINE CASES CLOSED (continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Mahalo Air, Inc.	IBT	Pilots	Dismissal
Mesa Airlines, Inc.	AFA	Flight Attendants	Certification
Miami Air International, Inc.	TWU	Pilots	Dismissal
Midway Airlines, Inc.	IAM	Fleet Service	Dismissal
Offshore Logistics, Inc.	OPEIU	Flight Deck Crew	Certification
Piedmont Airlines, Inc.	IAM	Stores Employees	Dismissal
Polar Air Cargo	ALPA	Flight Deck Crew	Certification
Quality Aircraft Services, Inc.	IAM	Skycaps	Dismissal
Reno Air, Inc	IBT	Flight Attendants	Certification
Reno Air, Inc.	ALPA	Flight Deck Crew	Certification
Servicemaster Aviation Services	TCU	Skycaps	Dismissal
Spirit Airlines, Inc.	IBT	Flight Attendants	Dismissal
Sun World International Airlines, Inc.	IBT	Flight Attendants	Dismissal
Toledo, Peoria & Western Railroad Corp	IAM	Mechanics & Related	Certification
Trans World Airlines	IAM, IFFA	Flight Attendants	Certification
United Airlines, Inc.	IAM	Ground Instructors	Certification
Valujet Airlines, Inc.	IBT	Mechanics & Related	Certification

IV. NMB Customer Service Program

The National Mediation Board is committed to enhancing service to our customer through prudent innovation and continuous improvement in agency operations. Consistent with Executive Order 12862 (September 11, 1993), the NMB continues to strive to provide the highest quality services possible. The Board has used a variety of approaches to obtain candid critiques and suggestions from our customers, concerning the agency's services and the most desirable means of effectively providing those services.

Very useful information was obtained initially from a series of focus group meetings held in previous years, which involved a broad spectrum of the NMB's key labor/management customers. NMB customers participated in the development of the customer service goals for improving the agency's services. Because of our customers' general interest in expediting the agency's processes, a number of these goals pertain to the processing time required for the NMB to respond to matters filed with the Board.

Customer Service Improvements

New and/or revitalized approaches are progressing in mediation, representation and arbitration. In mediation, mediators are professionally empowered and exercise substantial discretion in applying varying mediation approaches as a case may require. NMB mediation services may be invoked by a simple one-page form, and they otherwise involve a minimal administrative burden on the public. In representation, based substantially on customer recommendations, the Board reorganized the entire NMB representation process. In this connection, to expedite case handling, the NMB delegated additional certification and dismissal actions to the staff level and implemented time deadlines which were incorporated as customer service goals.

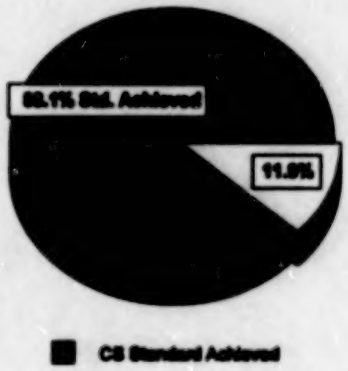
In arbitration services, the Board expanded the use of improved case resolution methods, such as precedent-setting boards, expedited arbitration, grievance mediation and case prioritization by issue. It also established a time limit that requires all proposed decisions to be issued within six months from date of the hearing. This action contributed to an increase in the timeliness of arbitration decisions.

Program Breakdown of Customer Service

NMB customers identified certain performance goals for improving the agency's services. Those goals established service priorities that were implemented by objective commitments made to the NMB's customers. The performance goals and the agency's achievement of those goals for the 1997 Fiscal Year are detailed below.

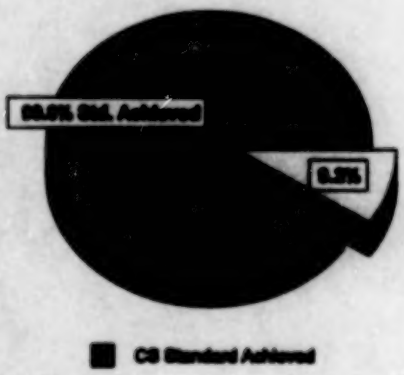
Mediation Performance Goals

Performance Goal - A: "Mediation applications will be responded to within three business days following their receipt by the NMB."



Performance Review: During fiscal years 1995-96, 96 percent of the mediation applications filed were responded to within three business days. For FY-1997, 88 percent of the mediation applications were responded to within three business days. The average time from the receipt of an application until an NMB response was two business days. The median response period was two business days.

Performance Goal - B: "A Mediator will be assigned within 14 calendar days following docketing of a mediation case."

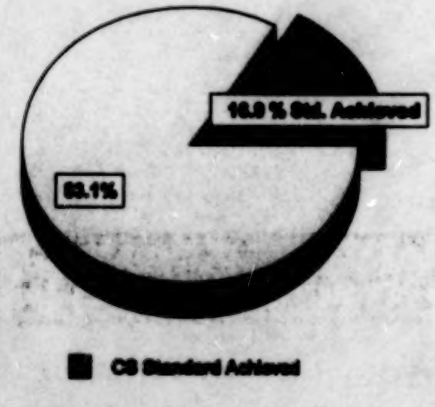


Performance Review: This was a new standard in the Customer Service Plan effective October 1, 1996. During FY-1997, the average time from docketing until the assignment of a mediator was less than one calendar day. The great majority of cases were assigned on the day of docketing. A mediator was assigned within 14 calendar days of docketing in 91 percent of the cases.

Performance Goal - C: "The assigned Mediator will make an initial contact with the parties within seven calendar days following his or her assignment to the mediation case."

Performance Review: This was a new standard in the Customer Service Plan. During FY-1997, the average time from the assignment of a mediator until initial contact was made with the parties was ten calendar days. The median time was five calendar days. An initial contact with the parties was made within seven calendar days following assignment in 65 percent of the cases.

Performance Goal - D: "The first mediation conference will be scheduled to take place within 25 calendar days following the Mediator's assignment."



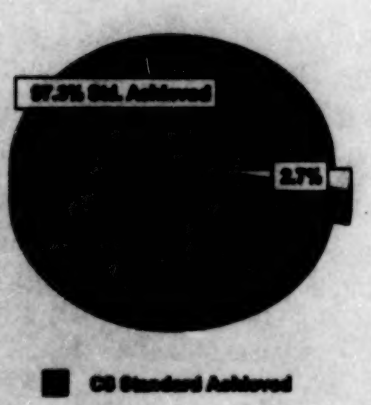
Performance Review: This was a new standard in the Customer Service Plan. During FY-1997, a first mediation conference was scheduled in 71 cases. The average time from the assignment of a mediator until the scheduled date for the first mediation conference was 61 calendar days. The median time interval was 54 calendar days. Twelve of these cases were scheduled to take place within 25 calendar days following the mediator's assignment. (Mediation in two cases was postponed for several months at the request of the parties.)

Performance Goal - E. "Subsequent mediation conferences will be scheduled to take place within 40 calendar days following the preceding conference."

Performance Review: This was a new standard in the Customer Service Plan. During FY-1997, a subsequent mediation conference was scheduled to take place within 40 calendar days in 52 cases. A second conference was scheduled within 40 calendar days in 30 cases. The average time from the first scheduled mediation conference until the second scheduled mediation conference was 46 calendar days. The median was 37 calendar days.

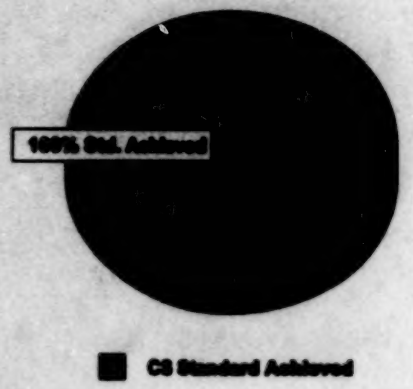
Representation Performance Goals

Performance Goal - A: "Representation applications will be responded to within three business days following their receipt by the NMB."



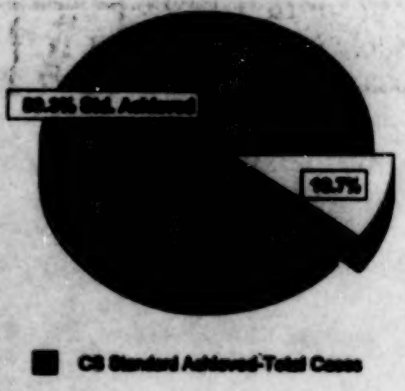
Performance Review: During fiscal years 1995-96, the NMB responded to representation applications in an average of 2.2 business days from receipt of an application. During FY-1997, the NMB's average response time was one business day. More than 97 percent of all representation applications filed during the review period were responded to within three business days.

Performance Goal - B: "An NMB investigator will be assigned to investigate representation cases within five business days of docketing."



Performance Review: During fiscal years 1995-96, the average time from docketing until the assignment of an investigator was one business day. During FY-1997, an investigator was assigned on the day of docketing in every case. All applications filed during the review period were assigned to an investigator within five business days of docketing.

Performance Goal - C: "At least 90 percent of representation cases not involving a participant's request for Board-level action will be completed within 90 calendar days of docketing."



Performance Review: During fiscal years 1995-1996, 76 percent of the representation cases in this category were completed within 90 calendar days of docketing. During FY-1997, the average length of time to complete a case was 60 calendar days and more than 89 percent of cases were resolved within 90 days.

Performance Goal - D: "In at least 90 percent of representation cases involving a participant's request for Board-level action, the NMB staff will submit a recommendation to the Board within 180 calendar days of docketing and the Board will respond within an additional 30 calendar days."

Performance Review: During fiscal years 1995-96, all staff recommendations were submitted to the Board within 180 calendar days of docketing. The average was 90 days. The Board responded to these recommendations within an average of six calendar days. During FY-1997, representation cases were submitted to the Board in an average of 224 calendar days. The median was 156 days. Eight of fifteen were transmitted within 180 days of docketing. The Board responded to these recommendations within an average of ten calendar days. The median was seven calendar days. All responses were made within 30 days.

Performance Goal - E: "An update to the NMB Representation Manual will be made available to the public during fiscal year 1997."

Performance Review: The updated Representation Manual was approved by the Board and distributed on schedule. Copies of the Manual were mailed to subscribers during the week of September 15, 1997.

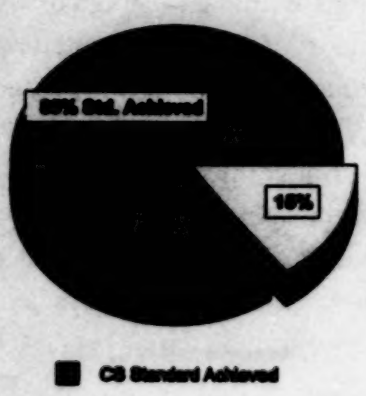
Arbitration Performance Goals

Performance Goal - A: "Training/orientation opportunities will be made available to the parties prior to the end of fiscal year 1997 regarding methods to reduce the volume of railroad grievance cases pending resolution."

Performance Review: A number of achievements were made by the NMB in connection with this standard. For example, the NMB has provided extensive training on grievance mediation to the senior-level members of the UTU/NCCC National Wage and Rule Panel. Training on methods to reduce the backlog of pending grievances was provided by the NMB to the chief labor relations officers of ten Class I railroads, as well as to another group of carrier labor relations officials. A training session on the same subject was conducted with a class of IAM local chairmen. Training was furnished by the NMB jointly to the UTU and Grand Trunk Railway on interest-based problem solving which led

to an agreement for grievance mediation among those parties. Additional training was provided to UTU and SMWIA union officials on resolving grievances through the use of interest-based methods.

Performance Goal - B: "Arbitrators compensated by the NMB will be sent their payment within 14 calendar days following the NMB's receipt of an appropriate voucher."



Performance Review: During Fiscal Years 1995-96, arbitrators compensated by the NMB were sent their payment checks within an average of nine calendar days. During FY-1997, the arbitrators were sent their payment checks within an average of eight calendar days. Eighty-five percent of the vouchers submitted during the reporting period were responded to within 14 days. No data was available for the months of October and November 1996.

V. Organization and Finances

National Mediation Board is comprised of three members appointed by the President with the advice and consent of the U.S. Senate. Terms of office are for three years with the exception of members appointed to fill a vacancy of an unexpired term. Terms are staggered so that on July 1 of each year one of the three terms expires. A member may stay in office after the expiration of his or her term until a successor has been appointed and enters office. No more than two members may be of the same political party. The Railway Labor Act requires that the Board annually designate one member to serve as its chair.

Subject to the Board's direction, administration had been the responsibility of the Chief of Staff. There were 45 full time equivalent (FTE) employees at the end of the fiscal year. Included in this total number of FTE were two employees who provided administrative support for the National Railroad Adjustment Board, which is headquartered in Chicago. The NMB also administers an average active nucleus of about 60 private arbitrators who address grievance issues in the Railroad industry.

The Board's two principal functions are mediating contract disputes over rates of pay, rules or working conditions and making determinations regarding the choice of employee representatives. The Board has many other duties, which include the following: liaison with rail and airline labor/management representatives; legal activities involving the agency, including litigation and liaison with the Department of Justice; notification to the President when significant major disputes arise that are not likely to be resolved through mediation or arbitration; interpretation of agreements reached in mediation; appointment of neutral referees and arbitrators as required by law; administrative and legal support to the National Railroad Adjustment Board; and keeping the news media and general public informed of the Board's programs and activities.

National Mediation Board staff mediators are well experienced in the field of labor-management relations. Except for the substitution of education provided under Civil Service procedures, applicants for a mediator position must have had six years of experience in making or interpreting labor agreements or in mediating between or negotiating with management and employee representatives in application of labor agreements. This experience must show that the applicant has been a responsible participant in the negotiation or mediation of labor agreements involving difficult matters or has assisted in the resolution of large and complex issues in the field.

Finances

In fiscal year 1997, the Congress appropriated $8,103,173 pursuant to the authority conferred by the Railway Labor Act as follows:

NMB Financial Statement FY 1997

Expenses and obligations	1997 Actual
Personnel Compensation	$ 4,956,758
Personnel Benefits	601,054
Benefits for Former Personnel	7,967
Travel and Transportation of Persons	470,221
Transportation of Things	26,443
Rent, Communications, Utilities	963,202
Printing and Reproduction	41,185
Other Services	604,250
Supplies and Materials	65,665
Equipment	358,798
Unvouchered Services	7,630
Total:	**$ 8,103,173**

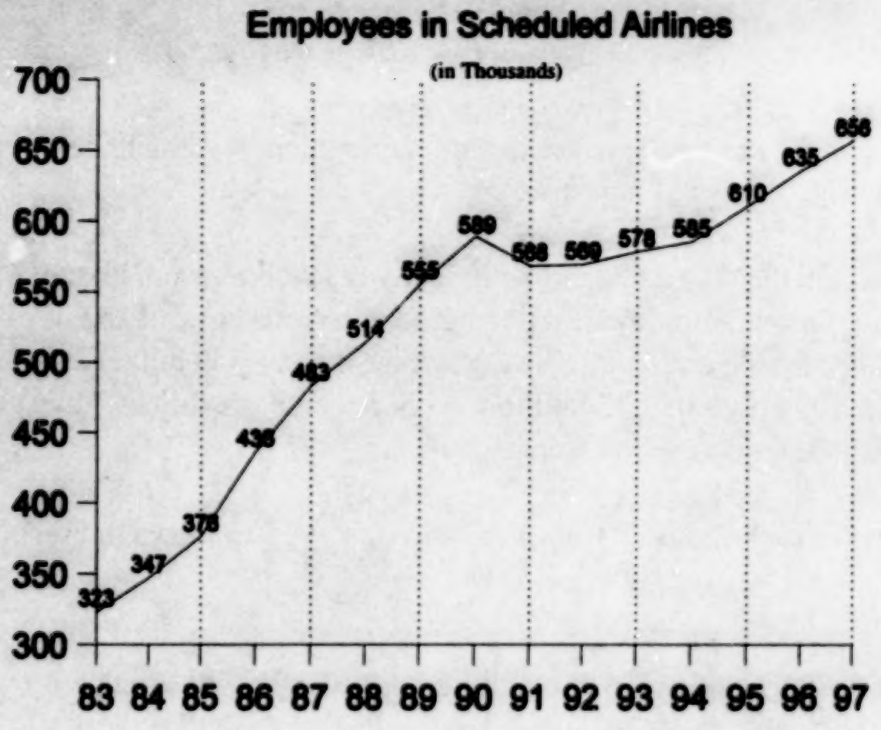
VI. Railroad and Airline Employment Levels and Productivity Trends

The charts on the next three pages depict employment levels and trend indicators in the U.S. Airline and Railroad industries.

Employment in the scheduled airline industry reached a record high of 656,000 in 1997. By contrast, railroad employment decreased to a record low of 252,000. Freight-ton miles in 1997 for the nation's rail-freight industry at 1,349 billion also fell, falling a little short of the 1996 high of 1,356 billion. U.S. Scheduled Airlines, however, set a record high of 605 billion revenue passenger miles in 1997.

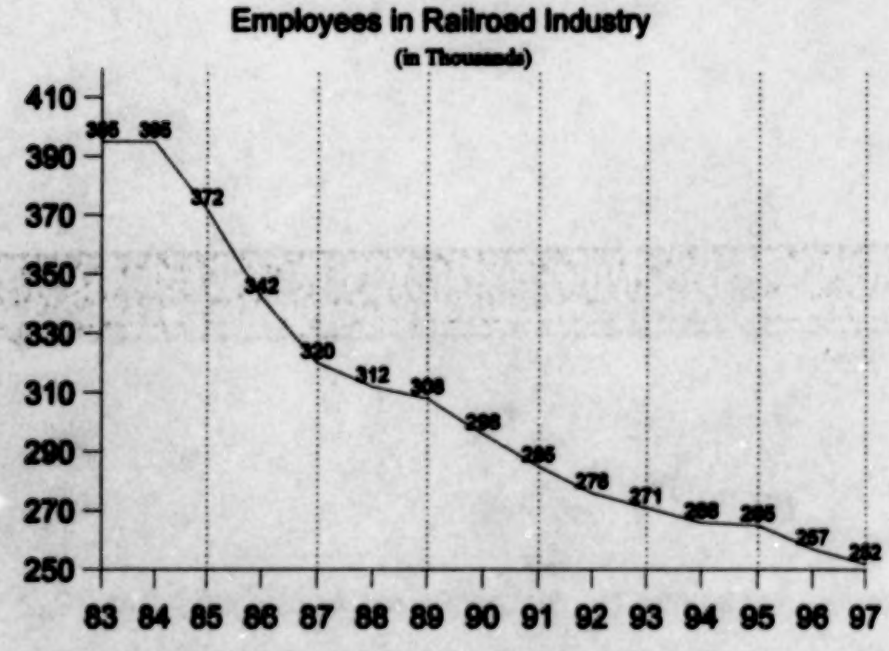
Trend data for each industry from 1983 through 1997 is shown in the following charts.

Employees in the U.S. Airline and Railroad Industries

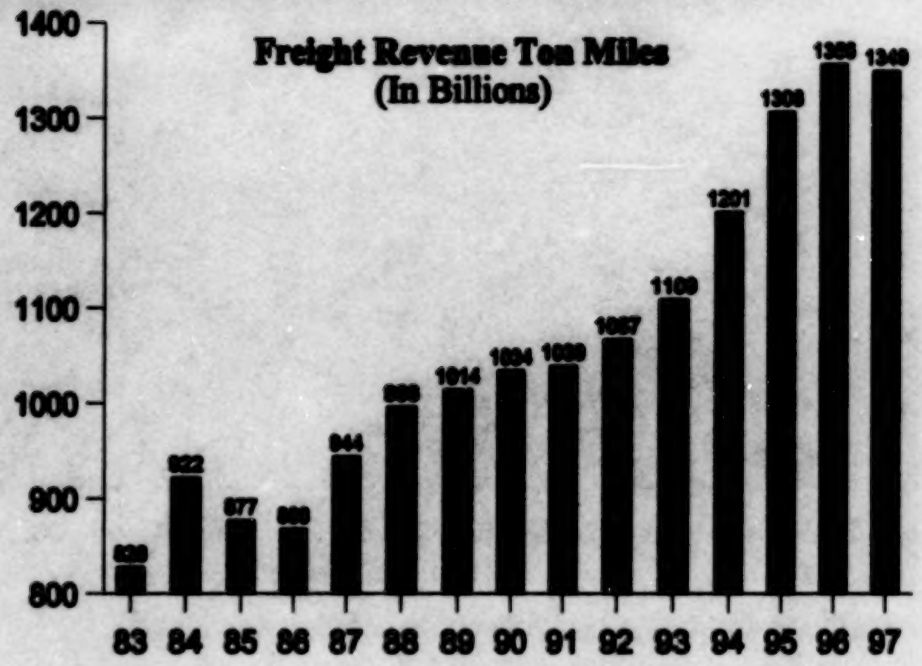


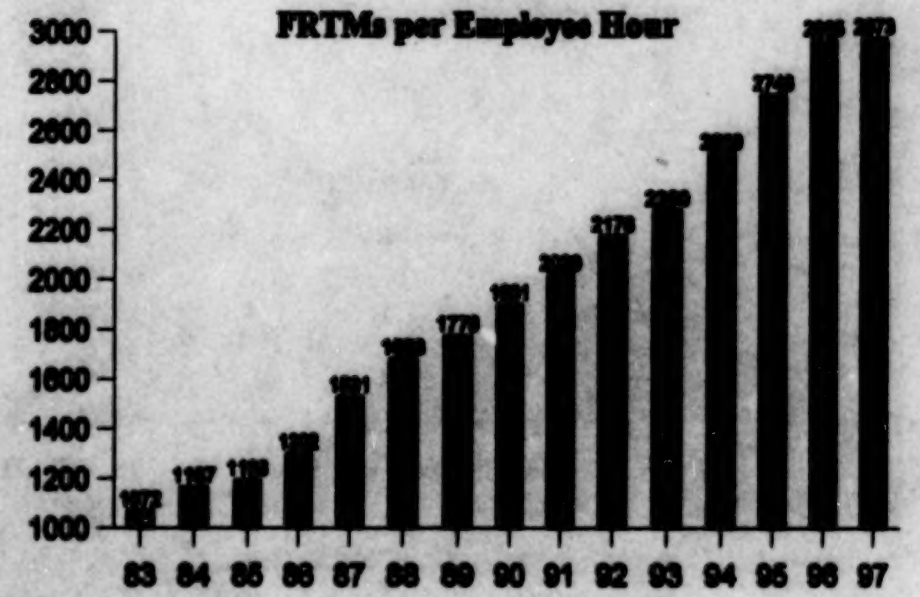
Note: This chart reflects all full-time and part-time employees excluding non-scheduled airline operations.

Source: Department of Transportation, Form-41



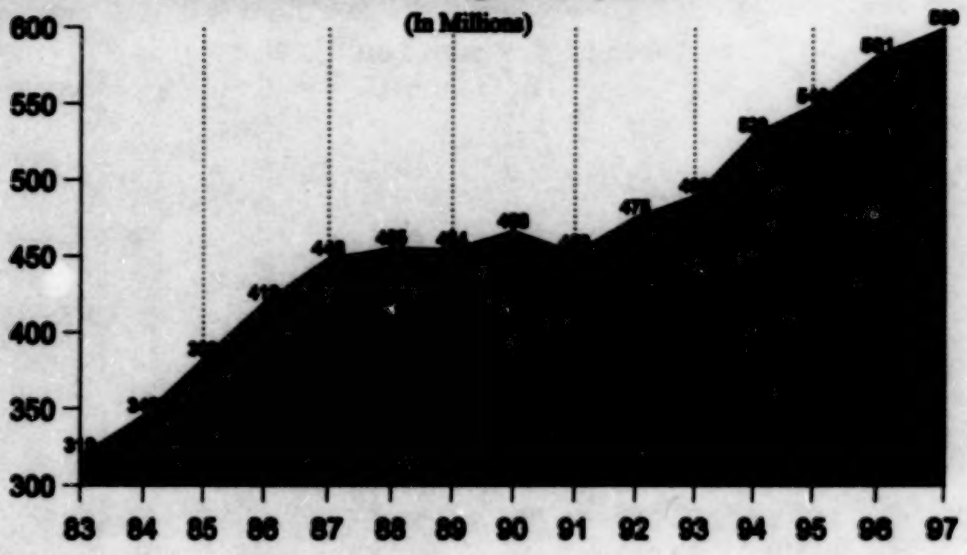
Source: Association of American Railroads. Data: Class I, II, and III, plus Amtrak. 1995 and 1996 data revised since 1996 Annual Report.



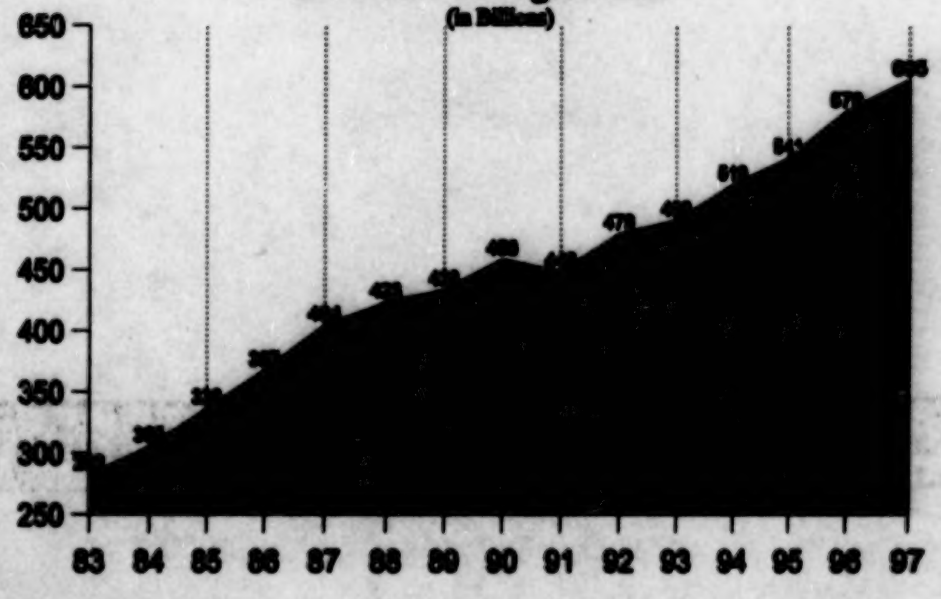


Source: Association of American Railroads. Data represents Class I railroads.

Revenue Passengers Enplaned



Revenue Passenger Miles



Source: Air Transport Association. Data: U.S. Scheduled Airlines.
(1996 RPMs revised since 1996 Annual Report.)

VII. History and Description of RLA –Purpose and Function

Railroads have played a major role in the economy of the United States since the mid 19th Century. They were instrumental in settling the western United States, providing a means for the West to transport grain, livestock and other products to eastern markets and receiving manufactured goods in return.

Governmental regulation of railroads began in the late 1800s. For example, several states enacted laws controlling certain aspects of rate setting, and, in 1877, the Supreme Court upheld those states' right to do so. Meanwhile, the Congress was considering ways to curb what some considered excessive powers of railroads.

The First Interstate Commerce Act

In 1887, Congress passed the Interstate Commerce Act, which established the principle that the Federal government had the right to regulate aspects of the economic life of industries vital to the nation's economy. A year earlier the Supreme Court reversed its earlier position on states' rights and held only that Congress could establish the rates of goods traveling by railroad in interstate commerce.

In addition to the problems of rate inequities, the public faced devastating and bloody labor disputes in the rail industry. In 1877, for example, federal troops were brought in to keep the railroads running during a bitter strike that affected most major lines in most parts of the country. The rail strike was caused mainly by repeated wage cuts for workers following an economic depression.

Widespread industrial strife broke out again in 1886, prompting President Grover Cleveland to recommend creation of a voluntary arbitration tribunal to deal with labor-management problems. It was not until two years later, however, when another violent railroad strike occurred, that Congress passed the first arbitration law--the Arbitration Act of 1888--which attempted to deal with labor-management problems in the industry. Congress soon determined that various modifications of this law were required and subsequently passed replacement legislation that included the Erdman Act of 1898, the Newlands Act of 1913, the Transportation Act of 1920 and finally, the Railway Labor Act, as amended.

The Federal government, through the passage of this labor-related legislation, confirmed that railroads were vital to the nation's economic strength and security and also determined that the public should be able to depend on the regular availability of rail service. Labor-management disputes were no longer isolated private matters. This legislation recognized that these disputes represented threats to the national economy and well-being.

Congress Passes the Railway Labor Act

Seven decades later, the Railway Labor Act, enacted in 1926, remains viable, proven legislation. Amendments to the Act in 1934 created the National Mediation Board and established a mechanism for resolving disputes concerning representation of employees. In 1936, the Act was extended to include airlines. In 1981, the Northeast Rail Services Act was passed by Congress and added to the RLA an emergency dispute procedure for resolving labor-management problems on publicly funded and operated commuter passenger railroads which have become increasingly important to the nation's economy.

The primary goal of the Railway Labor Act—administered by the National Mediation Board (Board or NMB)—is to maintain a free flow of commerce in the railroad and airline industries by promptly resolving disputes that could disrupt travel or imperil the economic health of the nation.

Created by an unusual display of unity between railroad management and labor working with legislators, the Act was based on an underlying requirement that both management and labor should exert every reasonable effort to reach agreements. As one former Secretary of Labor told Congress: "The Railway Labor Act embodies the fullest and most complete development of mediation, conciliation, voluntary agreement and arbitration that is to be found in any law governing labor relations."

Purposes of the Act

The Act has five basic purposes:

1. To avoid any interruption to commerce.
2. To ensure an unhindered right of employees to bargain collectively through representatives of their choosing.
3. To provide complete independence of organization by both parties to carry out the purposes of the Act.
4. To assist in the prompt and orderly settlement of disputes covering rates of pay, work rules, or working conditions.

5. To assist in the prompt and orderly settlement of disputes growing out of grievances or out of the interpretation or application of agreements covering rates of pay, rules or working conditions.

The Act imposes affirmative duties on carriers and employees alike. It defines their rights, provides for their protection and prescribes methods for settling various types of disputes. It sets up the procedural machinery for adjusting labor differences.

Duties of the Board

The National Mediation Board is the only federal labor relations agency with jurisdiction over both mediation and employee representation disputes. Its major duties are to:

(1) Mediate disputes between carriers and organizations representing their employees concerning new agreements or changes to existing agreements affecting rates of pay, rules, and working conditions. These are referred to as "major disputes" and the Board acts after the parties have been unsuccessful in their direct bargaining efforts.

(2) Ascertain and certify to the carrier the representative of any craft or class of employees after investigation. Section 2, Fourth of the Act states that the "majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class . . . ." Two types of elections have been held, mail ballot and ballot box. In mail ballot elections each employee appearing on the eligibility list is sent a ballot along with instructions explaining how to cast a secret ballot. In ballot box elections, a staff mediator or team of mediators monitors the voting process. In recent years, the Board has conducted mail ballot elections to eliminate the possibility of coercion or intimidation and to reduce costs. The Board's processes are designed to ensure that each employee has the opportunity to cast a vote in complete privacy.

Resolving Major Disputes

Either party to a collective bargaining agreement may announce its intention to change an existing agreement. The procedure for this action is specified in Section 6 of the Railway Labor Act and, therefore, is referred to as a "Section 6 notice." After the notice is served, the two sides must agree to confer within ten days. The conference or meeting must be held within thirty days of the notice and may continue until a settlement or a deadlock is reached. During this period and for ten days after conferences end, the Act

provides the "status quo will be maintained and rates of pay, rules or working conditions shall not be altered by the carrier."

If negotiations reach a stalemate, either party may request the services of the National Mediation Board in settling the dispute, or the Board, in the national interest, may intercede without invitation. Throughout negotiations, including mediation, the "status quo" remains in effect while the Board retains jurisdiction. The collective bargaining process under the Railway Labor Act is described in Chart A located on page 52.

Mediation—A Success Story

Mediation under the Act frequently is termed mandatory mediation. This does not mean mandatory settlement. Collective bargaining can work only when both parties to a dispute want to make it work. The compulsion to settle lies in the procedures of the Act requiring the parties to keep searching for possible agreements through the mediation process—sometimes longer than a party may deem desirable.

Such procedures are important and productive. The authority of the Board to assume a neutral role in a dispute and to require the parties to refrain from taking independent action detrimental to the nation prevents interruption to commerce. It also encourages the parties to resolve their dispute without crippling the economy.

High Settlement Rate

Since its establishment by Congress under the Railway Labor Act, the National Mediation Board has had a high rate of success in the mediation of contract or "major disputes. Historically, some ninety-seven percent of all NMB mediation cases have been successfully resolved without interruptions to Public Service. Since 1980, only slightly more than one percent of cases involved a disruption of service. This achievement is a tribute to the effectiveness of the Act as well as to the work of a series of Board Members, staff mediators, and support staff.

The overall success in maintaining relative stability in these two essential industries is somewhat remarkable considering that each mediation case is different. No set formula can be applied. The approach must be tailored to the issues involved, the time and circumstances of the dispute, and to the parties involved. Defining the approach in each case tests the skills, talents, and patience of the mediator. Extensive knowledge of the industries and experience gained over the years by Board Members and staff are key to the Board's success.

Voluntary Arbitration

When the mediatory efforts of the Board have been exhausted without reaching a settlement, the law requires that the Board urge the parties to voluntarily submit any issues remaining in dispute to arbitration for final and binding settlement.

If either party declines, arbitration does not go forward. If both parties accept the "proffer" of arbitration, the Act provides a comprehensive process for the conduct of the arbitration proceeding. The Board has always believed that arbitration of disputes not settled by mediation has been underutilized.

If the Board determines that further mediation will not help the parties resolve their dispute and the proffer of arbitration is rejected by either party, a 30-day countdown commonly called a "cooling-off" period, begins. During this period, the parties must maintain the status quo and refrain from self-help. Self-help may take the form of a strike, lock-out or unilateral change in terms and conditions of employment.

Emergency Boards

Section-510 of the Railway Labor Act, commonly referred to as Section-10, provides that, if the National Mediation Board determines during a "cooling-off" period that a dispute substantially threatens "to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation services," the NMB shall notify the President, who may, in his discretion, "create a board to investigate and report respecting such dispute." Such boards are referred to as Presidential Emergency Boards (PEBs) or just Emergency Boards. See Charts A, B and C at the end of this section. Section-10 includes all airlines and railroads under the jurisdiction of the Act, except publicly owned and operated commuter railroads, which are covered under Section 9-a discussed below.

If the President creates an emergency board, such board has thirty days in which to investigate the dispute and report its findings. An emergency board usually consists of three persons. After formation of an emergency board, and for 30 days after the emergency board has submitted its report to the President, the status quo must be maintained. While the parties are not required to accept the recommendations of an emergency board, the framers of the Railway Labor Act expected that public opinion would play a strong role in forcing labor and management to abide by the recommendations of such boards or to use them as a basis for reaching a peaceful settlement of their dispute.

Since the creation of the National Mediation Board in 1934 under the Railway Labor Act through 1997, only 32 Section-10 emergency boards have been established to deal with airline disputes. Only one airline PEB has been established since 1966. One other emergency board, however beyond the statute of the RLA, was mandated by Congress on Wein Air Alaska in 1979.

In 1981, Congress added a separate emergency dispute resolution procedure for publicly owned and operated commuter railroads through passage of the Northeast Rail Service Act (Public Law 97-35). This legislation added Section 159a to the Railway Labor Act, commonly referred to as Section 9a. Under this section, if a dispute involving one of these carriers is not resolved under the mediation and arbitration sections of the Act, any party to the dispute, or the governor of a state where the carrier provides service, may request the President to establish up to two successive emergency boards under Section 159a. The President is required to establish an emergency board upon such a request. The first board investigates and reports in a manner similar to Section 10. When after the first board's report the dispute is not resolved, and a second board is necessary, the second board is charged with selecting the "most reasonable offer." Section 9a effectively provides an extended emergency dispute procedure during which time the status quo must be maintained by the parties. The 9a process is described on Chart C, at the end of this section.

Through 1997 there were a total of 234 PEB's. Of these, 214 boards were established under Section-10 with the remaining 20 under Section 9a. Use of Section-10 boards has declined dramatically over the years. Chart D at the end of this section shows the frequency of airline and railroad PEB's between 1936 and 1997, including the section 9a commuter railroad boards.

Representation Disputes

The NMB is responsible for resolving the highly charged disputes among employees regarding whether they will be represented for collective bargaining purposes and, if so, by which representative. Such disputes among employees are characterized as representation disputes.

Under the RLA, employees in the airline and railroad industries, or those institutions acting on their behalf such as labor unions, may invoke the Board's services to investigate and resolve representation disputes. See Chart E, at the end of this section, which summarizes the principal steps in the NMB's investigation of representation disputes.

Minor Disputes

Minor disputes arise when individual carriers and employees disagree over the interpretation and application of existing contracts. The Act provides processes and machinery for resolving these disputes, chiefly through arbitration, in both industries and under the National Railroad Adjustment Board (NRAB). Functions of the NRAB and other arbitration mechanisms are explained in other sections of this report. See Chart F, at the end of this section which describes the grievance machinery for railroads under the Railway Labor Act.

Summary

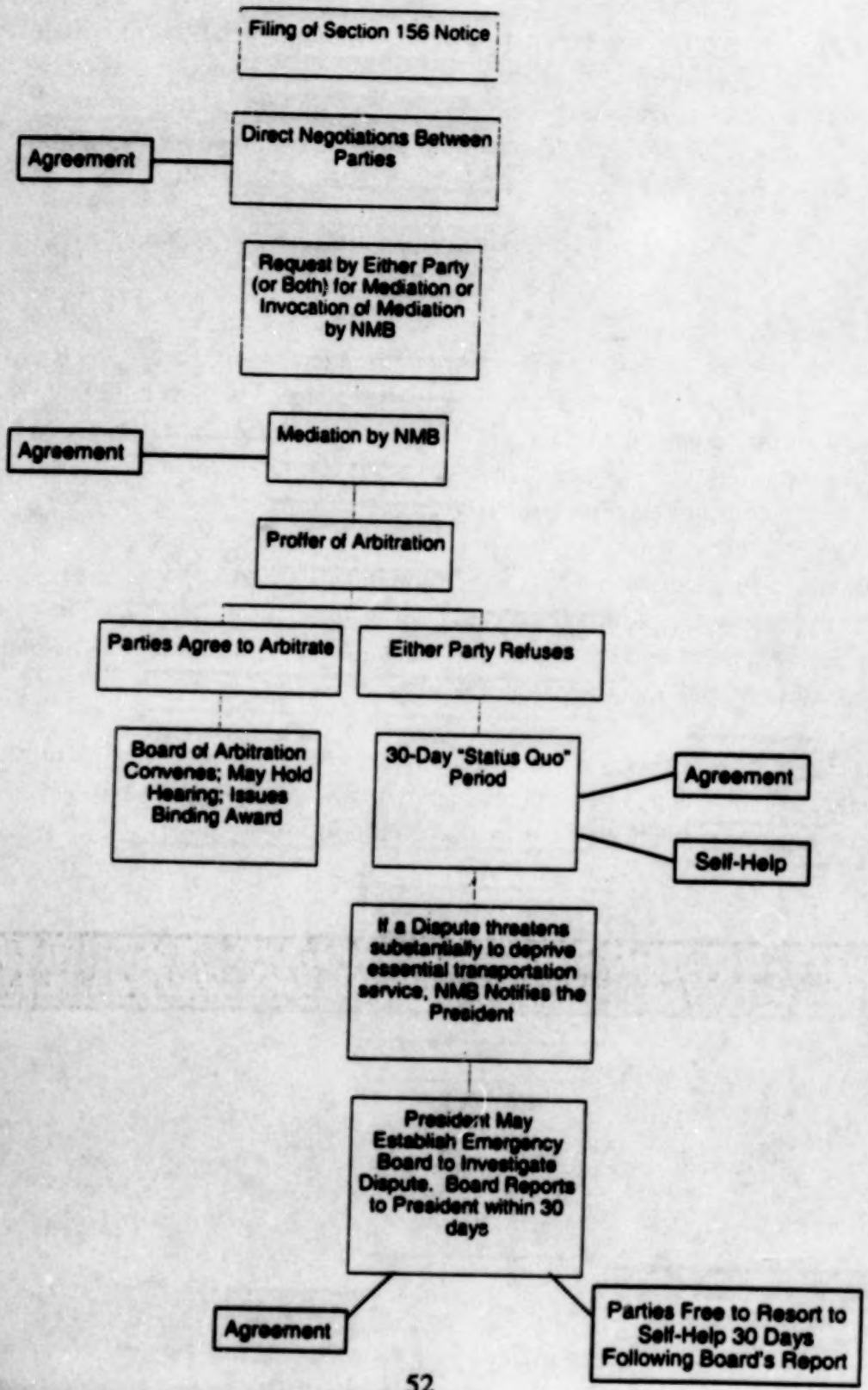
Railroads were the first companies to be governed by federal labor legislation. Now there has been over a century of experience with federal assistance. The Railway Labor Act, which was enacted by Congress in 1926, has adapted well to handling two separate industries—railroad and airlines. Railroads negotiate on both a national and local basis, covering most major carriers and many unions. By contrast, airlines bargain independently with unions on a system wide basis.

Mediation is used when unresolved issues and situations come to a head in disputes. It i designed to prevent the parties from engaging in work stoppages which interrupt the flow of people, goods, and services. The result has been peaceful settlement of literally thousands of potentially volatile issues without strikes.

Process charts A through F showing Railway Labor Act procedures for collective bargaining/mediation, presidential emergency boards, representation processes and railroad grievance machinery are provided on the following pages.

Chart A

Collective Bargaining Process Under the Railway Labor Act



Presidential Emergency Board
Process under Section 10 of the Railway Labor Act

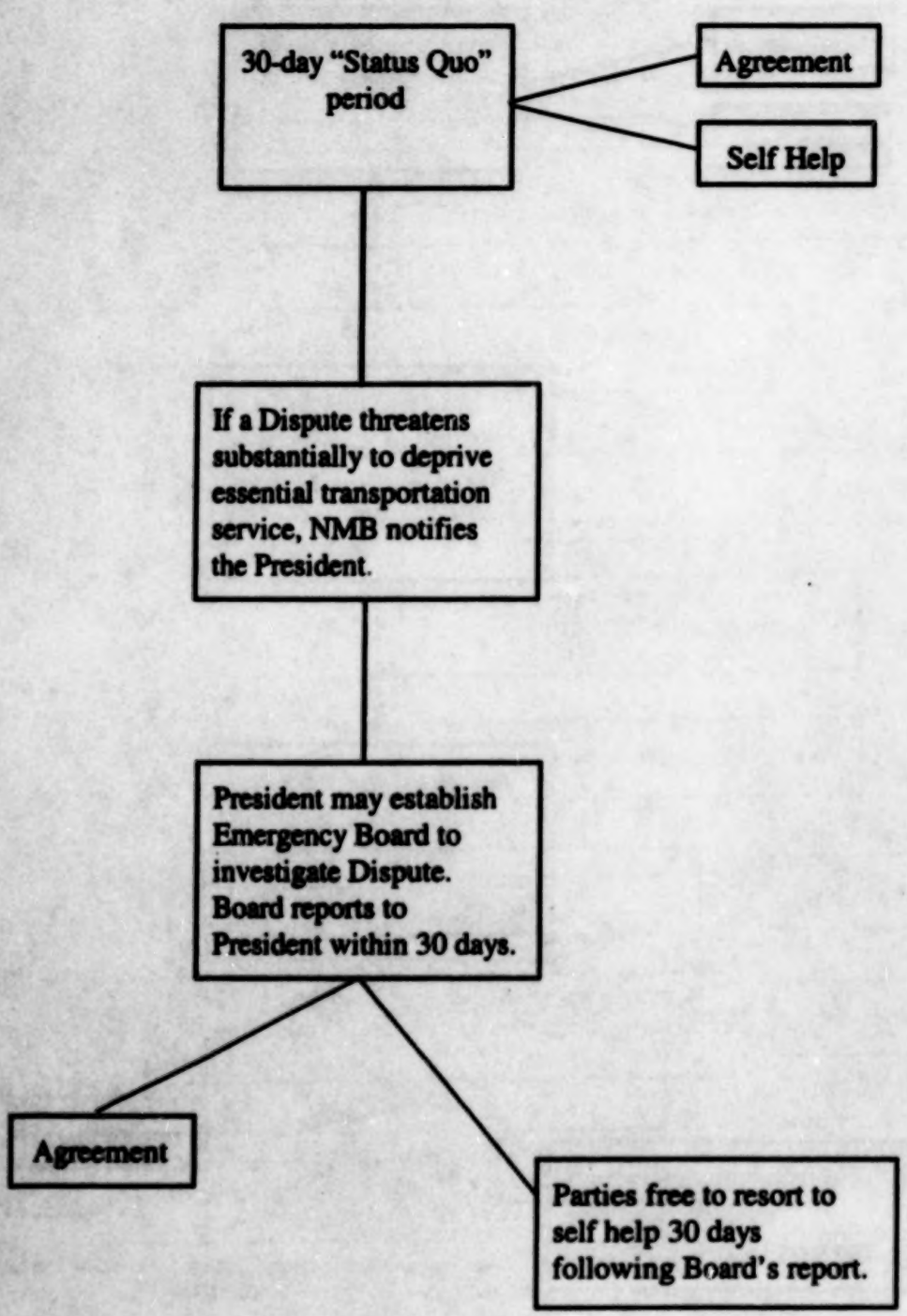
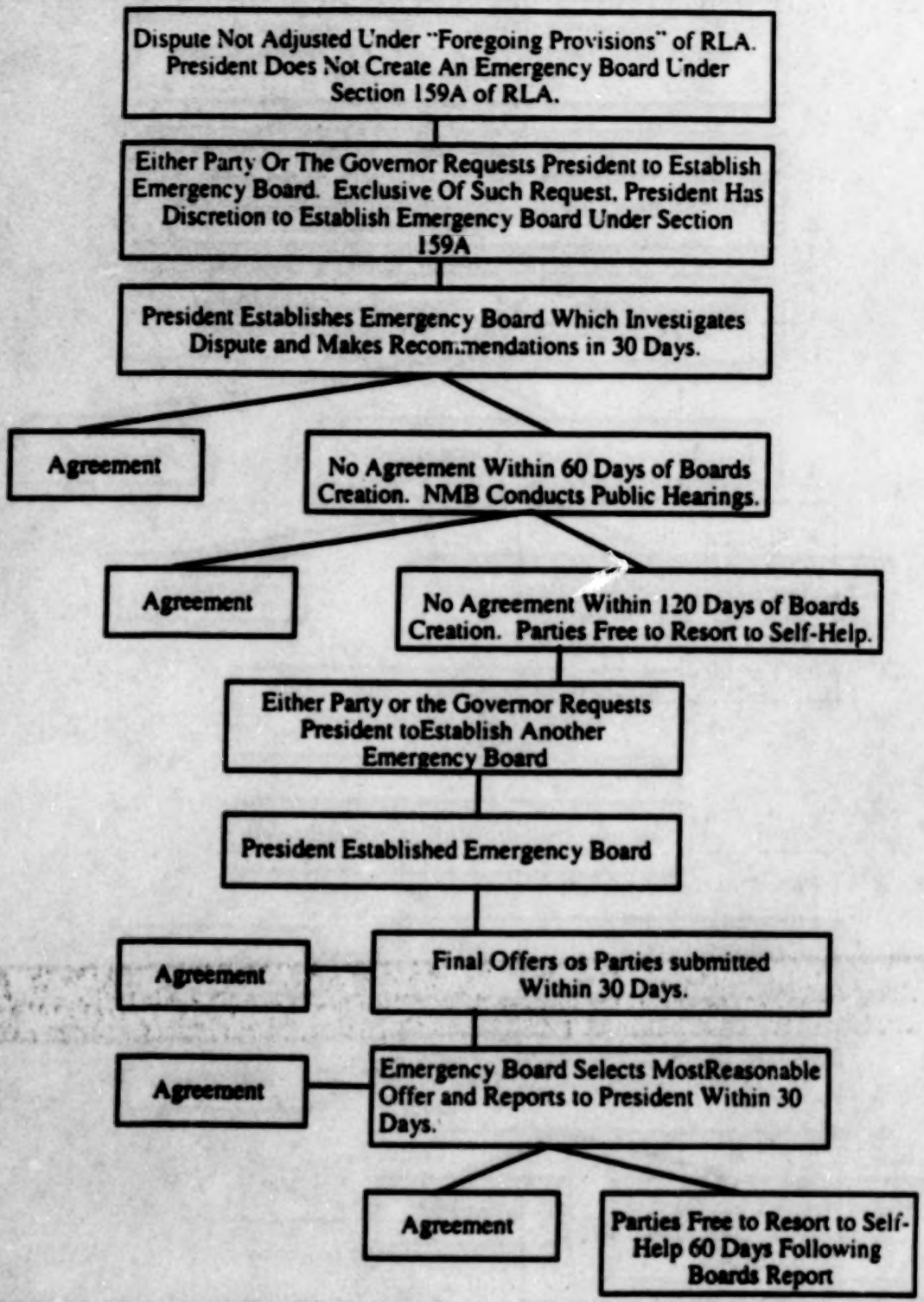


Chart C

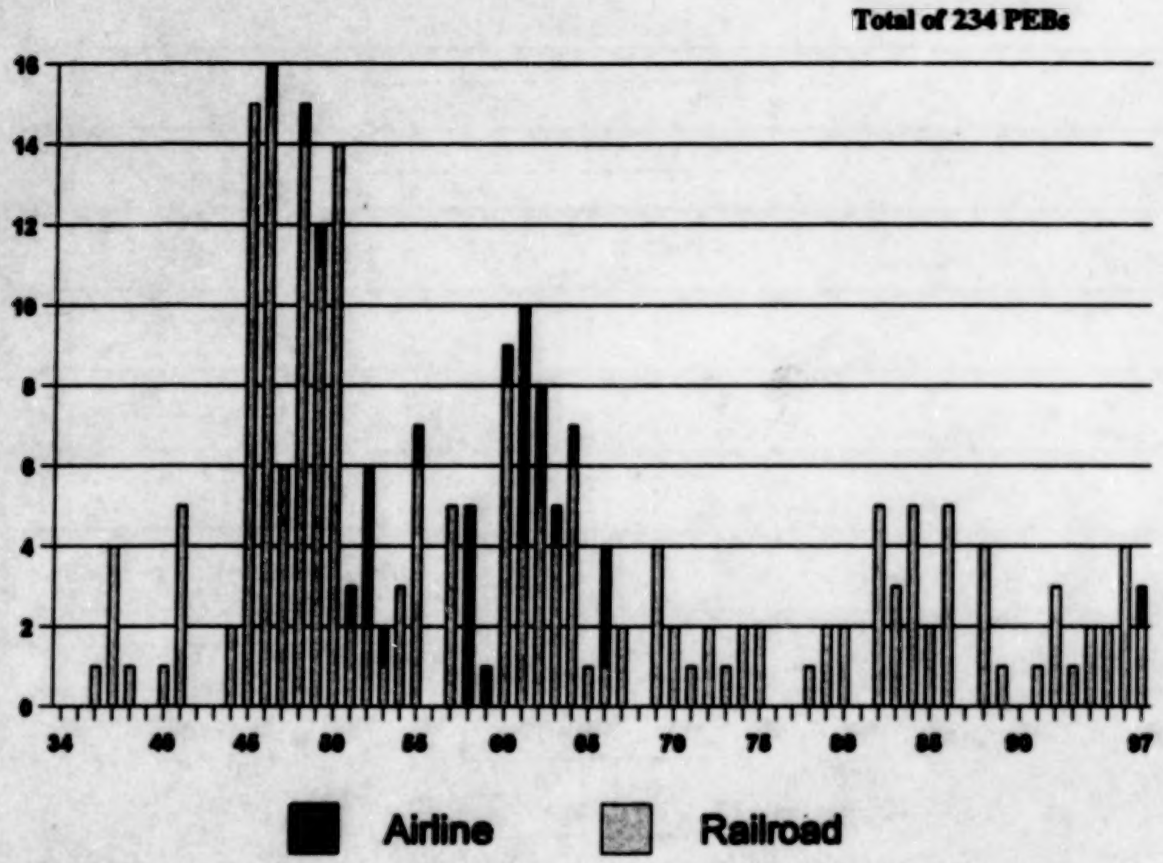
PEB Process Under Section 9a



If emergency board selects the carrier's final offer and employees strike, employees are ineligible for railroad unemployment benefits during period of strike. If the emergency board selects employees' final offer and the carrier refuses to accept it, the carrier is ineligible for strike benefits from any agreement between carriers should employees strike.

Chart D

Frequency of Presidential Emergency Boards in Railroad and Airline Collective Bargaining Disputes under the Railway Labor Act (RLA), 1934 - 1997[1]



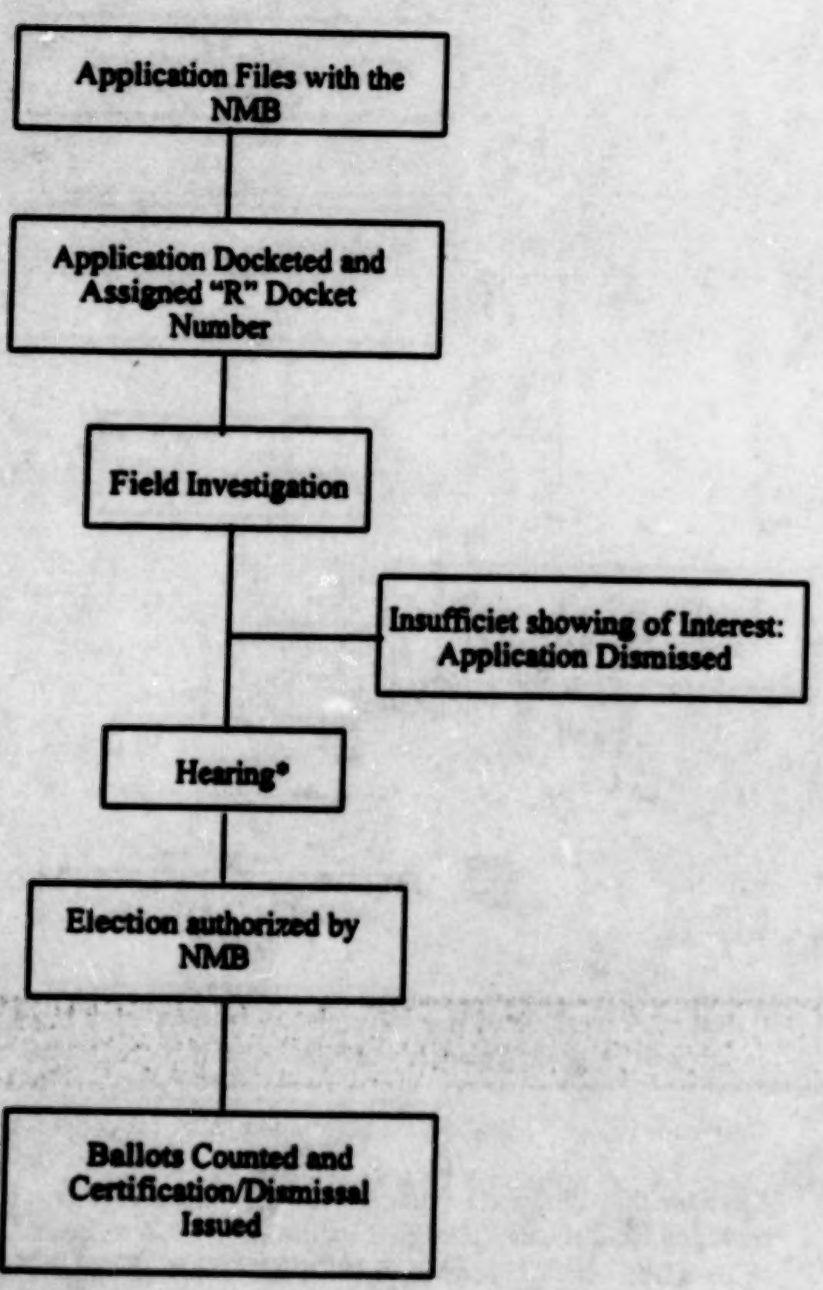
- Out of more than 13,000 mediation disputes, Presidential Emergency Boards (PEBs) were established in 201 railroad and only 32 airline disputes.
- Only one Airline PEB was established under RLA procedures over the past 32 years. *
- Since the mid-1960's, Government policy has discouraged the use of PEBs in airline labor-management disputes. The PEB established in the American Airlines - Allied Pilots Association dispute (PEB No. 233) on March 19, 1997 was an exception to this long-standing policy.

* By special legislation in 1979, Congress mandated the establishment of a PEB in a regional dispute involving Wein Air Alaska Airlines.

[1] Graphic years are based on dates of Reports to the President on a Calendar-year basis.

Chart E

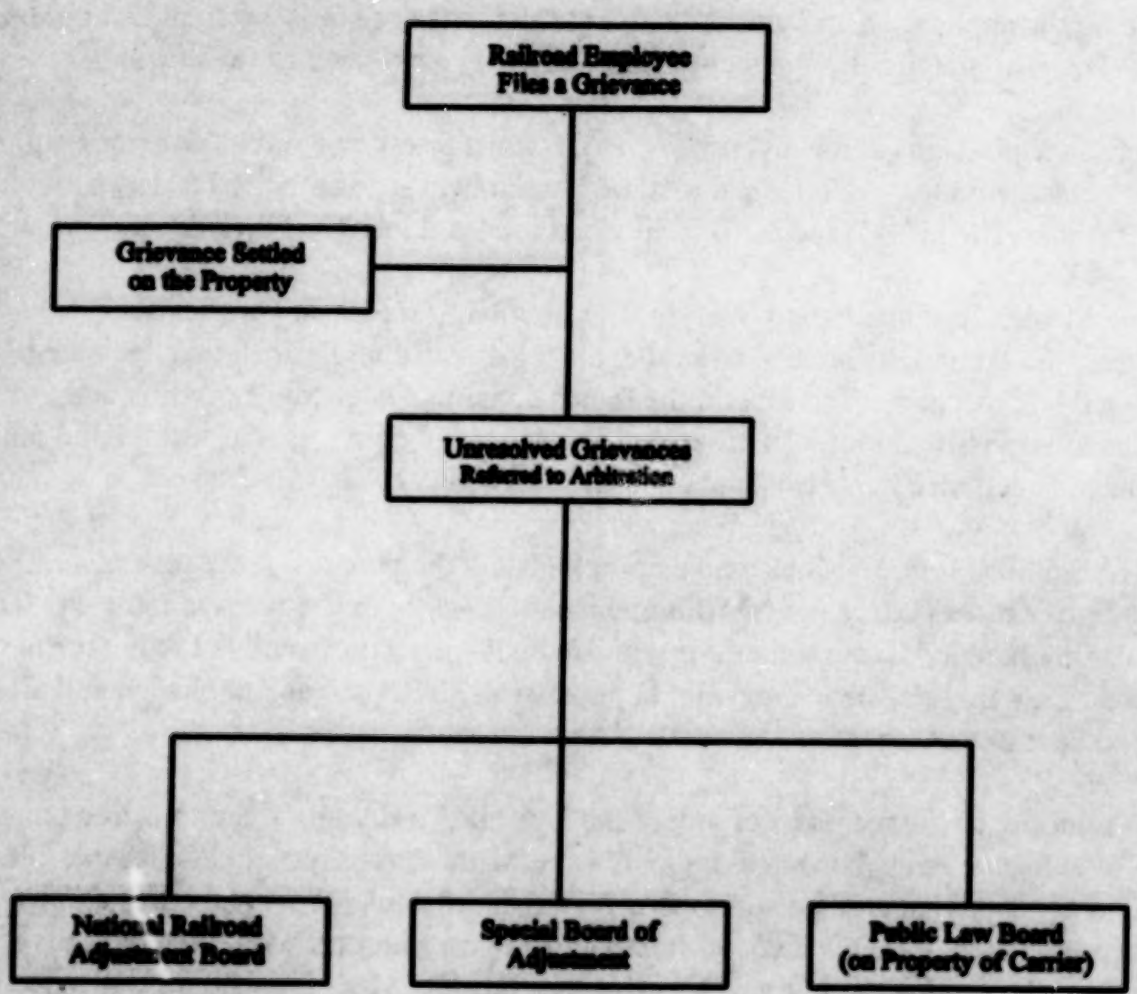
Representation Procedure Under the Railway Labor Act



*Conducted only when determined by the Board to be necessary

Chart F

Grievance Machinery for Railroads Under the Railway Labor Act



VIII. Adjustment of Grievance Disputes

The National Railroad Adjustment Board

In 1934, Congress amended the Railway Labor Act. Some of those amendments established the National Railroad Adjustment Board (NRAB) to administer the arbitrated process for resolving grievances -- known as "minor disputes" -- arising under the terms of collective bargaining agreements in the railroad industry. Specifically, the NRAB hears and decides disputes involving railway employee grievances and questions concerning the application and interpretation of rules. Its decisions are final and binding on both parties to the dispute, subject to extraordinarily narrow court review.

There are four divisions to the bipartisan NRAB, and carriers and rail labor organizations are represented equally. A combined total of 34 members are authorized to serve on the four divisions. The NRAB and its four divisions are headquartered in Chicago.

The first division has jurisdiction over disputes involving train and yard service employees; the second division, shop crafts; the third division, clerical, maintenance-of-way, signal and dispatcher forces; and the fourth division, water transportation and miscellaneous classifications. The first division has eight members; the second and third divisions have ten members each; and the fourth division has six members.

The NRAB and its four divisions adjust approximately 20 percent of the several thousand grievances filed under NMB administration yearly in the railroad industry. The remainder are handled by two other types of tribunals—Special Boards of Adjustment and Public Law Boards—that came into being after the NRAB was established and are described later in this report.

When a minority of the members of any of the four NRAB divisions cannot agree on an award for a dispute being considered, the division members are required under the Act to attempt to agree on a neutral person to sit with the division members and make an award. If the regular members of the division fail to agree upon a neutral within ten days after considering the dispute, the Act provides that the National Mediation Board will select the neutral who is sometimes is called a referee.

The actions and qualifications of these individuals are implicit in the Act's designation of such individuals as a "neutral person." In appointing neutrals, the National Mediation Board is bound by the same provisions of the law that apply to the appointments of arbitrators. The law requires that appointees to such positions be wholly disinterested in the controversy, impartial and without bias as relates to the parties in dispute. As required by the Railway Labor Act, persons serving as neutrals or referees for the

NRAB's four divisions are compensated by the Federal government through the National Mediation Board. The names of all appointed individuals and their compensation are listed in Appendix A.

During FY 1997, the NRAB and its four divisions docketed 1,227 new cases, while resolving 880. At the end of FY 1997, the NRAB and its four divisions had 2,352 cases open and pending (see Appendix A).

Special Boards of Adjustment - Railroads

Special Boards of Adjustment, or SBAs, are set up by agreement on an individual railroad and with a single labor organization to decide specifically agreed-to dockets of disputes arising out of grievances, or out of interpretation or application of provisions of a collective bargaining agreement. Such disputes could be sent to the appropriate division of the NRAB for adjudication but, in these instances, the parties by voluntary agreement adopt the procedures of an SBA to ensure prompt disposition of disputes. Concurrence of both parties is required to establish an SBA.

SBAs usually consist of three members: a railroad member, a labor organization member, and a neutral chairperson. The National Mediation Board designates the neutral if the parties fail to agree upon this person, and it also pays for the neutral's services and expenses. The first SBA was established in 1949, at the suggestion of the National Mediation Board, to expedite disposition of disputes through an adaptation of the grievance function of the NRAB divisions to help reduce the backlog of cases pending before the NRAB's four divisions.

During FY 1997, SBA tribunals docketed a total of 865 new cases, and they also resolved 865 cases. At the end of FY 1997, SBAs had a total of 1,527 cases pending.

Public Law Boards - Railroads

In 1966, Public Law 89-456 was enacted which amended certain provisions of the Railway Labor Act. The amendments authorize the establishment of Special Boards of Adjustment that can be designated Public Law Boards (PLBs) on individual railroads. PLBs resolve disputes that otherwise are referable to one of the NRAB's four divisions, or disputes that have been pending before the NRAB for 12 months or longer. PLBs can be established upon the written request of either the collective bargaining representative for a craft or class of employees or the railroad's management. Unlike the earlier mentioned SBA tribunals, which require the concurrence of both parties before they can be established, PLBs can be established by either party without the concurrence of the other. P.L. 89-456 also makes final all awards of the NRAB and Special Boards of

Adjustment designated as PLBs that are established pursuant to the amendment (including money awards) and provides opportunity for limited judicial review of such awards. The National Mediation Board has rules and regulations defining responsibilities and prescribing related procedures under the amendment for the establishment of Special Boards of Adjustment and their designation as PLBs, as well as the filing of agreements and disposition of records. Neutral members of PLBs are appointed by the National Mediation Board only if the parties are unable to select a neutral chairperson themselves. In addition to disposing of disputes involving grievances, interpretation or application of collective bargaining agreements, neutrals also may be appointed to dispose of procedural issues that arise regarding establishment of a PLB itself.

Employee protection provisions of the Northeast Rail Service Act of 1981 increased the caseload of PLBs. Under this Act, the National Mediation Board pays for neutrals to resolve disputes stemming from negotiation of implementing agreements affecting the transfer of Consolidated Rail Corp. (Conrail) employees to commuter authorities and other railroads.

In FY 1997, the PLBs received 3,002 new cases and closed 2,940, with 6,670 cases open and pending at the end of the year.

Amtrak Rail Workers Protection Plan

An arrangement to protect the rights of employees adversely affected by curtailment of intercity passenger service went into effect in 1971. It was designed to protect the interest of employees displaced or dismissed due to creation of the passenger-carrying National Railroad Passenger Corp., known as Amtrak.

Under the Rail Passenger Act of 1970, employees adversely affected by discontinuation of intercity rail service receive prescribed protection. Among other things, these workers are considered for other employment by individual railroads on the basis of seniority rules. Because of the cutbacks in passenger service, some workers could be displaced into lower-paying jobs or dismissed. The plan is designed to provide protection for these employees for up to six years.

The plan further provides for prompt arbitration of disputes over whether a specific employee is adversely affected by train discontinuations. Under the 1970 law, neutral referees are designated by the National Mediation Board to dispose of these types of disputes. During this reporting period, there were no neutral appointments under the Amtrak Rail Workers Protection Plan.

Airline System Boards of Adjustment

Unlike the situation for railroads and their employees, no national adjustment Board exists for the arbitration of airline contract grievances. The Railway Labor Act, as amended, provides for the establishment of such a Board, if judged necessary by the National Mediation Board. To date, this has not been considered necessary.

The airlines and the labor organizations representing their employees, instead, have negotiated collective bargaining agreements that include individual procedures for handling contract grievances at each airline. Generally the labor-management parties have established one or more System Boards of Adjustment with final jurisdiction for resolving contract grievances.

Agreements between airlines and employee groups usually provide for designation of neutral arbitrators to break deadlocks. Where the parties cannot agree on a neutral, they usually ask the National Mediation Board to select an arbitrator. These neutral arbitrators are compensated solely by the parties and serve without cost to the Federal government. Persons designated by the National Mediation Board as arbitrators on airline System Boards of Adjustment are listed, as required by the Railway Labor Act, in Appendix B-5.

IX. Mediation, Representation and Interest Arbitration Tables

This section contains a series of eight tables, which quantify a range of NMB activities. Table-1 shows airline and railroad mediation and representation caseloads for the 1994 through 1997 Fiscal Years. Tables 3-5 provides a breakdown of the fiscal year's representation caseload by craft-class, type of disposition, and the number of employees involved. Interest arbitration cases are listed in Table-6 showing the involved carrier and labor organization and the disputed issue. Finally, Tables 7 and 8 show any airline or railroad strikes, authorized under the Railway Labor Act, which occurred during the fiscal year.

Table 1–Number of Cases Received and Closed Out During Fiscal Years 1935-1997

Status of Cases	63-Years 1935-1997	1997	1996	1995	1994
Total Cases - Representation and Mediation					
Cases Pending and Unsettled at Beginning of Period	96	179	180	135	144
New Cases Docketed	19,471	194	131	198	162
Total Cases on Hand and Received	19,567	373	311	333	306
Cases Closed	19,359	165*	132	153	171
Cases Pending and Unsettled at End of Period	208	208	179	180	135
Mediation/ADR Cases					
Cases Pending and Unsettled at Beginning of Period	72	150	151	113	123
New Cases Docketed	12,943	116	63	118	59
Total Cases on Hand and Received	13,015	266	214	231	182
Cases Closed	12,831	82*	64	80	69
Cases Pending and Unsettled at End of Period	184	184	150	151	113
Representation Cases					
Cases Pending and Unsettled at Beginning of Period	24	29	29	22	21
New Cases Docketed	6,528	78	68	80	103
Total Cases on Hand and Received	6,552	107	97	102	124
Cases Closed	6,528	83	68	73	102
Cases Pending and Unsettled at End of Period	24	24	29	29	22

* includes 8 ADR cases

Table 2–Representation Case Disposition By Craft or Class, Employees Involved and Participating
October 1, 1996 to September 30, 1997

	Railroads				Airlines			
	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees
Total	37	37	2,101	1,317	46	46	17,363	12,780
Certifications	17	17	1,248	851	27	27	16,262	12,340
Dismissals	20	20	853	466	19	19	1,101	440

Table 3–Number of Cases Closed by Major Groups of Employees, October 1, 1996 to September 30, 1997

Craft-classes	All Types of Cases	Representation Cases	Mediation Cases
Railroads			
Agents, Telegraphers & Towermen	0	0	0
Bartenders	1	0	1
Boilermakers and Blacksmiths	0	0	0
Brakemen and Conductors	0	0	0
Carmen	6	5	1
Clerical, Office, Station and Storehouse	4	4	0
Clerks	3	0	3
Conductors	9	2	7
Dining Car Employees, Train and Pullman Porters	0	0	0
Electricians / Electrical Workers	6	1	5
Engineering Dept.	1	0	1
Engineers	6	0	6
Enginemen	1	0	1
Firemen and Oilers	2	0	2
Locomotive Engineers	6	3	3
Locomotive Firemen & Hostlers	0	0	0
Longshoremen	0	0	0
Machinists	2	2	0
Maintenance of Way	22	5	17
Marine Service	0	0	0

Table 3–Number of Cases Closed by Major Groups of Employees, October 1, 1996 to September 30, 1997 (continued)

Craft-classes	All Types of Cases	Representation Cases	Mediation Cases
Mechanical Foremen and/or Supervisors of Mechanics	0	0	0
Operating/Non-Operating Employees	2	2	0
Police Officers Below the Rank of Captain	0	0	0
Sheet Metal Workers	1	0	1
Signalmen	3	0	3
Subordinate Officials, Maintenance of Equipment Dept.	0	0	0
Subordinate Officials, Maintenance of Way Dept.	0	0	0
Supervisors	0	0	0
Technical Engineers, Architects, Draftsmen & Allied Workers	0	0	0
Train Dispatchers	4	2	2
Train, Engine and Yard Service	10	8	2
Trainmen	4	0	4
Yardmasters	2	1	1
Yardmen	1	0	1
Combined Groups, Railroad	1	1	0
Miscellaneous Railroad	1	1	
Railroad Total	98	37	61

Table 3–Number of Cases Closed by Major Groups of Employees, October 1, 1996 to September 30, 1997 (continued)

Craft-classes	All Types of Cases	Representation Cases	Mediation Cases
Airlines			
Cargo Handlers	1	0	1
Cockpit Crew Members	1	0	1
Commissary/Catering Employees	0	0	0
Customer Service Agents	1	0	1
Fleet and Passenger Service	2	1	1
Fleet Service	4	4	0
Flight Attendants	9	8	1
Flight Deck Crew Members	8	7	1
Flight Dispatchers	6	6	0
Flight Engineers	1	1	0
Guards	0	0	0
Mechanics and Related Employees	7	5	2
Meteorologists	0	0	0
Office Clerical Employees	0	0	0
Office Clerical, Fleet and Passenger Service Employees	0	0	0
Passenger Service Employees	1	1	0
Pilots	10	6	4
Radio and Teletype Operators	0	0	0
Stock and Stores	3	2	1
Combined Groups, Airline	0	0	0

Table 3–Number of Cases Closed by Major Groups of Employees, October 1, 1996 to September 30, 1997 (continued)

Craft-classes	All Types of Cases	Representation Cases	Mediation Cases
Miscellaneous, Airline	5	5	0
Airline Total	59	46	13
Grand Total, Railroad & Airline	157*	83	74*

* does not include ADR cases

Table 4–Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees October 1, 1996 to September 30, 1997

Craft-classes	Number of Cases	Number of Craft or Class Determinations	Number of Employees	Percent* Employees Involved
Railroads				
Agents, Telegraphers & Towermen	0	0	0	0
Boilermakers and Blacksmiths	0	0	0	0
Brakemen and Conductors	0	0	0	0
Carmen	5	5	19	--
Clerical, Office, Station and Storehouse	4	4	11	--
Conductors	2	2	175	--
Dining Car Employees, Train and Pullman Porters	0	0	0	0
Electricians	1	1	1	--
Firemen and Oilers	0	0	0	0
Locomotive Engineers	3	3	140	--
Locomotive Firemen & Hostlers	0	0	0	0
Machinists	2	2	11	--
Maintenance of Way	5	5	221	1
Marine Service	0	0	0	0
Mechanical Foremen and/or Supervisors of Mechanics	0	0	0	0
Operating/Non-Operating Employees	2	2	19	--
Police Officers Below the Rank of Captain	0	0	0	0
Sheet Metal Workers	0	0	0	0
Signalmen	0	0	0	0

Table 4--Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees October 1, 1996 to September 30, 1997 (continued)

Craft-classes	Number of Cases	Number of Craft or Class Determinations	Number of Employees	Percent* Employees Involved
Subordinate Officials, Maintenance of Equipment Dept.	0	0	0	0
Subordinate Officials, Maintenance of Way Dept.	0	0	0	0
Train Dispatchers	2	2	234	1
Train, Engine and Yard Service	8	8	54	--
Yardmasters	1	1	432	2
Combined Groups, Railroad	1	1	0	0
Miscellaneous Railroad	1	1	0	0
Railroad Total	37	37	1,317	7
Airlines				
Commissary/Catering Employees	0	0	0	0
Fleet and Passenger Service	1	1	48	--
Fleet Service	4	4	56	--
Flight Attendants	8	8	5,412	28
Flight Deck Crew Members	7	7	3,740	19
Flight Dispatchers	6	6	48	--
Flight Engineers	1	1	42	--
Guards	0	0	0	0
Mechanics and Related Employees	5	5	2,720	14
Meteorologists	0	0	0	0
Office Clerical Employees	0	0	0	0
Office Clerical, Fleet and Passenger Service Employees	0	0	0	0
Passenger Service Employees	1	1	49	--

Table 4–Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees October 1, 1996 to September 30, 1997 (continued)

Craft-classes	Number of Cases	Number of Craft or Class Determinations	Number of Employees	Percent* Employees Involved
Pilots	6	6	535	3
Radio and Teletype Operators	0	0	0	0
Stock and Stores	2	2	17	--
Combined Groups, Airline	0	0	0	0
Miscellaneous, Airline	5	5	113	--
Airline Total	46	46	12,780	66
Grand Total, All Groups of Employees	83	83	14,097	72

* Percent listing for each group represents the percentage of the 19,464 employees involved in all railroad and airline cases in Fiscal Year 1997. "--" indicates less than one percent.

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Table 5–Number of Crafts or Classes Certified and Percent of Employees Involved in Various Types of Representation Cases, October 1, 1996 to September 30, 1997

	National Organizations			Loc Unions/Individuals			Total		
	Craft or Class	Employees Involved Number	Percent	Craft or Class	Employees Involved Number	Percent	Craft or Class	Employees Involved Number	Percent
Railroads									
Representation Acquired:									
Elections	16	417	2	0	0	0	16	417	2
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	0	0	0	1	432	2	1	432	2
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	0	0	0	0	0	0	0	0	0
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total Railroads	16	417	2	1	432	2	17	849	4
Airlines									
Representation Acquired:									
Elections	22	4,784	25	0	0	0	22	4,784	25
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	1	4,621	24	3	2,875	15	4	7,496	39
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	1	60	..	0	0	0	1	60	..
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total Airline	24	9,465	49	3	2,875	15	27	12,340	63
Total, Combined Railroads and Airlines	40	9,882	51	4	3,307	17	44	13,189	68

Note: These figures do not include cases that were withdrawn or dismissed. Because of rounding, sums of individual items may not equal totals. Percent listing for each group represents the percentage of the 19,464 employees involved in all rail and airline cases in FY 1997. (..) Indicates percent less than one.

Table 6 -- Interest Arbitration Cases - October 1, 1996 to September 30, 1997

Board Number	Carrier	Organization	Issue
563	Norfolk Southern RR	UTU	Interdivisional Service
564	National Carriers' Conference Committee	BLE	Certification Pay for Locomotive Engineers
565	Soo Line RR	BLE	Displacement allowance/ Abolishment Notices

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TABLE 7 -- Strikes in the Airline Industries: Fiscal Year 1997

Carrier (Case No.)	Union	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Emp's	Disposition
American Airlines (A-12806)	APA	Pilots	2-15-97	2-15-97	(24 minutes)	Re-negotiation	9500	Agreement following strike and PEB # 233
Skyway Airlines (A-12845)	ALPA	Pilots	12-20-97	12-20-97	(89 minutes)	First Contract	120	Mediated Agreement

TABLE 8 -- Strikes in the Railroad Industries: Fiscal Year 1997

Carrier (Case No.)	Union	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition

(NONE)

APPENDIX A

FY-1997

Sixty-third Annual Report of the
National Railroad Adjustment Board
Chicago, Illinois

National Railroad Adjustment Board
(Created June 1, 1934)

M. W. Fingerhut, Chairman
W. R. Miller, Vice Chairman

Priscilla C. Zeigler, Staff Coordinator/ Arbitration
Linda A. Woods, Arbitration Assistant

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Sixty-Third Annual Report of the National Railroad Adjustment Board
Chicago, Illinois

Report of the National Railroad Adjustment Board

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Arbitration Monies Obligated For Fy 1997

REFEREE SERVICES:	
NRAB Referee salaries	$ 289,520.00
NRAB Referee travel	50,641.00
PLB-SBA Referee salaries	1,232,909.00
PLB-SBA Referee travel	154,050.00
Arbitration Boards	1,880.00
Total Obligations for Referee Services	$1,729.000.00
SECTION 153 ADMINISTRATION:	
Salaries for employees	$ 186,574.00
Personnel benefits (retirement, health, etc)	50,180.00
Travel expenses	700.00
Transportation of Things (to record center)	1,000.00
Other Services	15,000.00
Communication Services (phones)	12,000.00
Standard Level user charges (rent)	50,000.00
Supplies and materials	6,000.00
Equipment (computers, printers, etc.)	8,000.00
Printing	500.00
Administrative Obligations	$ 329,954.00
Total Section 153 and 157 Obligations	$2,058,954.00
Unobligated balance	$ 56,046.00
Total appropriations	$2,115,000.00

Accounting for all monies appropriated by Congress for the fiscal year 1997 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73d Congress - Approved June 21, 1934)

1997 Arbitration Government Employees, Salaries and Duties

	Title	Salary	Duties
Zeigler, Priscilla	Staff Coordinator/ Arbitration	$66,806.40	Responsible for Arbitration Services, including NRAB governmental affairs.
Conrad, Carol	Admin. Asst. of Arbitration	39,731.20	Assists in Sections 153 & 157 Arbitration activities.
Washington, Carolyn	Amin. Asst. of Arbitration (Data Entry)	37,567.20	Coordinates automated information systems.

DIVISIONAL

Woods, Linda A.	Arbitration Assistant	28,925.60	Arbitration Assistant responsible for all divisions of NRAB.
Mardsen, Virginia	Office Assistant	12,227.36	Office Assistant responsible for all divisions of NRAB.
Safford, Linda	Office Assistant	1,317.12	Office Assistant responsible for all divisions of NRAB.

National Railroad Adjustment Board Referee Salaries
From October 1, 1996 to September 30, 1997

Duties: The following referees sat with divisions as members to make awards upon failure of division to agree or secure majority vote.

Referee Name	Salary Paid
DIVISION - 1	
Benn, Edwin H.	4,180.00
Dennis, Rodney E.	8,140.00
Eischen, Dana E.	15,400.00
Fletcher, John C.	660.00
Gerstenberger, Katherine L.	1,430.00
Hill, Marvin	3,300.00
Malin, Martin H.	5,610.00
Marx, Herbert L., Jr.	550.00
Meyers, Peter R.	10,120.00
Muessig, Eckehard	1,100.00
O'Brien, Robert M.	3,740.00
Peterson, Robert E.	2,420.00
Richter, Robert G.	4,400.00
Zusman, Marty E.	4,895.00
DIVISION - 2	
Fletcher, John C.	4,180.00
Gold, Charlotte	1,320.00
Hicks, Robert L.	1,320.00
Marx, Herbert, L., Jr.	2,310.00
Mason, James E.	220.00
Muessig, Eckehard	3,300.00
Newman, Margo R.	440.00
O'Brien, Robert M.	5,060.00
Peterson, Robert E.	440.00
Richter, Robert G.	990.00
Wesman, Elizabeth C.	5,060.00
Zusman, Marty E.	1,870.00

DIVISION - 3

Abernathy, John H.	2,420.00
Benn, Edwin H.	16,720.00
Blackwell, Frederick R.	3,245.00
Chamberlain, Charles J.	10,120.00
Cohen, Hyman	3,300.00
Eischen, Dana E.	17,600.00
Euker, William F.	1,100.00
Fletcher, John C.	14,080.00
Gold, Charlotte	440.00
Hicks, Robert L.	1,760.00
Larney, George E.	5,060.00
Liebowitz, Jonathan S.	2,365.00
Malin, Martin H.	5,060.00
Marx, Herbert L., Jr.	14,575.09
Mason, James E.	9,460.00
McAllister, Robert w.	1,265.00
Meyers, Peter R.	17,600.00
Murphy, Nancy F.	6,160.00
Newman, Margo R.	3,740.00
Perkovich, Robert	880.00
Vause, William G.	12,760.00
Wallin, Gerald E.	7,095.00
Wesman, Elizabeth C.	14,520.00
Yost, James E.	8,030.00
Zusman, Marty E.	5,390.00

DIVISION - 4

Fagnani, Joseph M.	2,200.00
Fredenberger, William E., Jr.	7,700.00
Yost, James E.	660.00
Zusman, Marty E.	3,960.00

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Cases Docketed and Closed by the National Railroad Adjustment Board: October 1, 1996 to September 30, 1997 (Continued)

CASES	63 Year Period	1997	1996
FIRST DIVISION			
Open and on hand at beginning of Period	——	330	327
New Cases Docketed	44,672	96	121
Total Number of cases on hand and docketed	44,672	426	448
Cases Closed	44,468	222	118
Decided without referee	10,923	1	0
Decided with referee	13,873	221	108
Withdrawn	19,672	0	10
Open cases on hand at close of period	204	204	330

Cases Docketed and Closed by the National Railroad Adjustment Board: October 1, 1996 to September 30, 1997

CASES	63 Year Period	1997	1996
ALL DIVISIONS			
Open and on hand at beginning of Period	——	2,005	1,935
New Cases Docketed	96,988	1,227	835
Total Number of cases on hand and docketed	96,988	3,232	2,770
Cases Closed	94,636	880	765
Decided without referee	12,934	2	1
Decided with referee	54,107	777	670
Withdrawn	27,595	101	94
Open cases on hand at close of period	2,352	2,352	2,005

Cases Docketed and Closed by the National Railroad Adjustment Board: October 1, 1996 to September 30, 1997 (Continued)

CASES	63 Year Period	1997	1996
SECOND DIVISION			
Open and on hand at beginning of Period	——	244	231
New Cases Docketed	13,258	112	114
Total Number of cases on hand and docketed	13,258	356	345
Cases Closed	13,004	102	101
Decided without referee	738	0	0
Decided with referee	10,884	88	76
Withdrawn	1,382	14	25
Open cases on hand at close of period	254	254	244

Cases Docketed and Closed by the National Railroad Adjustment Board: October 1, 1996 to September 30, 1997 (Continued)

CASES	63 Year Period	1997	1996
THIRD DIVISION			
Open and on hand at beginning of Period	——	1,404	1,369
New Cases Docketed	34,030	994	564
Total Number of cases on hand and docketed	34,030	2,398	1,933
Cases Closed	32,158	526	529
Decided without referee	1,264	1	0
Decided with referee	25,574	448	471
Withdrawn	5,320	77	58
Open cases on hand at close of period	1,872	1,872	1,404

Cases Docketed and Closed by the National Railroad Adjustment Board: October 1, 1996 to September 30, 1997 (Continued)

CASES	63 Year Period	1997	1996
FOURTH DIVISION			
Open and on hand at beginning of Period	——	27	8
New Cases Docketed	5,028	25	36
Total Number of cases on hand and docketed	5,028	52	44
Cases Closed	5,006	30	17
Decided without referee	9*	0	1
Decided with referee	3,776	20	15
Withdrawn	1,221	10	1
Open cases on hand at close of period	22	22	27

* Adjusted figure

Sixty-third
Annual Report of the

First Division

of the
National Railroad
Adjustment Board
to the
National Mediation Board

For the Fiscal Year Ended
September 30, 1997

MEMBERSHIP

M. W. Fingerhut, Chairman
R. R. Settle
R. Burney
W. B. Murphy
R. K. Radek, Vice Chairman
B. R. Wigent
B. A. Boyd, Jr.
M. J. Ruef

Jurisdiction

In accordance with the Railway Labor Act, as amended, 45 U.S.C. §153, First (h), the First Division of the National Railroad Adjustment Board has jurisdiction over disputes between employees or groups of employees and carriers involving train and yard service employees;
that is, engineers, firemen hostlers, and outside hostler helpers, conductors, trainmen and yard service employees. This division shall consists of eight members, four of whom shall be selected and designated by the carriers and four of whom shall be selected and designated by the labor organizations.

Workload Report - Docketed Cases
Division 1
From October 1, 1996 to September 30, 1997

Total Caseloads:	**No. of Cases**
On hand at beginning of year	330
New cases docketed	96
Cases disposed of	222
On hand at end of year	204

Breakdown of Cases Disposed of:

Decided without Referee	1
Decided with Referee	221
Otherwise closed (withdrawn)	0

Carriers Party to Docketed Cases
Division 1
From October 1, 1996 to September 30, 1997

Amtrak	2
Atchison, Topeka & Santa Fe Rwy/Burlington Northern	1
Belt Rwy Co. of Chicago	1
Burlington Northern Railroad Co.	10
Chicago, Central & Pacific Railroad	1
Conrail-Consolidated Rail Corp	4
CSX Transportation	4
Indiana Harbor Belt Rwy.	2
New Jersey Transit Rail Op. In	1
Soo Line Railroad	19
Southeastern Pennsylvania Transit Authority	4
Southern Pacific Transportation Co.	1
Springfield Terminal-Vermont	1
Tacoma Municipal Beltline	2
Union Pacific Railroad	41
Union Railroad Company	2
Total Docketed Cases	**96**

Unions Party to Docketed Cases
Division 1
From October 1, 1996 to September 30, 1997

Brotherhood of Locomotive Engineers	60
United Transportation Union	23
Miscellaneous	13
Total Cases Docketed	**96**

Sixty-third Annual Report of the

Second Division

of the National Railroad Adjustment Board to the National Mediation Board

For the Fiscal Year Ended September 30, 1997

MEMBERSHIP

P. V. Varga, Chairman
J. K. Beatty
J. F. Ingham
J. M. Harvieux
T. N. Tancula

R. S. Bauman, Vice Chairman
J. T. Varsel
A. M. Novakovic
L. L. Shelton
J. R. Hurtubise

Jurisdiction

The Second Division of the National Railroad Adjustment Board has jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all the foregoing, coach cleaners, power-house employees, and the railroad shop laborers. This division shall consists of ten members, five of whom shall be selected by the carriers and five by the national labor organizations of the employees. (*The Railway Labor Act, as amended, 45 U.S.C.§153, First (h)*)

Workload Report - Docketed Cases
Division 2
From October 1, 1996 to September 30, 1997

Total Caseloads:	**No. of Cases**
On hand at beginning of year	244
New cases docketed	112
Cases disposed of	102
On hand at end of year	254

Breakdown of Cases Disposed of:

Decided without Referee	0
Decided with Referee	88
Otherwise closed (withdrawn)	14

Carriers Party to Docketed Cases
Division 2
From October 1, 1996 to September 30, 1997

Alton & Southern	2
Amtrak	1
Atchison, Topeka & Santa Fe Rwy/Burlington Northern	5
Burlington Northern Railroad Co.	14
Canadian Pacific Ltd.	1
Canadian Pacific Rwy/Soo Line Railroad	1
Conrail-Consolidated Rail Corp	5
CSX Transportation	51
Delaware & Hudson Railway Co.	6
Duluth, Missabe & Iron Range Rwy	1
Florida East Coast Ry Co.	3
Indiana Harbor Belt Rwy.	1
Meridian & Bigbee Railroad Co.	4
Metro North Railroad (MTA)	1
Norfolk Southern Railway Co.	2
South Buffalo Rwy Co.	1
Southern Pacific Transportation Co.	5
Springfield Terminal Rwy Co.	5
Springfield Terminal-Vermont	2
Union Pacific Railroad	1
Total Docketed Cases	**112**

Unions Party to Docketed Cases
Division 2

From October 1, 1996 to September 30, 1997

Brotherhood Railway Carmen/TCU	21
Brotherhood Railway Carmen	43
International Association of Machinists & Aerospace Workers	22
International Brotherhood of Firemen & Oilers	2
International Brotherhood of Electrical Workers	14
Sheet Metal Workers International Union	3
Miscellaneous	7
Total Cases Docketed	**112**

Sixty-third
Annual Report of the

Third Division

of the
National Railroad
Adjustment Board
to the
National Mediation Board

For the Fiscal Year Ended
September 30, 1997

MEMBERSHIP

M. C. Lesnik, Chairman
L. Berkshire
J. S. Godfrey
P. A. Engle
M. D. McCarthy

W. R. Miller, Vice Chairman
R. C. Robinson
C. A. McGraw
I. Monroe
L. A. Parmelee

Jurisdiction

The Third Division of the National Railroad Adjustment Board has jurisdiction over disputes involving station, tower and telegraph employees, train dispatchers, maintenance-of-way-men, clerical employees, freight handlers, express, station and store employees, signalmen, sleeping-car conductors, sleeping-car porters and maids, and dining car employees. This division shall consist of ten members, five of whom shall be selected by the carriers and five by the national labor organizations of employees. (*The Railway Labor Act, as amended, 45 U.S.C.§153, First (h)*)

Workload Report - Docketed Cases
Division 3
From October 1, 1996 to September 30, 1997

Total Caseloads:	**No. of Cases**
On hand at beginning of year	1,404
New cases docketed	994
Cases disposed of	526
On hand at end of year	1,872

Breakdown of Cases Disposed of:

Decided without Referee	1
Decided with Referee	448
Otherwise closed (withdrawn)	77

Carriers Party to Docketed Cases
Division 3
From October 1, 1996 to September 30, 1997

Alton &Southern	2
Amtrak	25
Atchison, Topeka & Santa Fe Rwy/Burlington Northern	17
Belt Rwy Co. of Chicago	3
Boston & Maine Corporation	1
Buffalo & Pittsburgh Railroad, Inc.	2
Burlington Northern Railroad Co.	79
Conrail-Consolidated Rail Corp	441
CSX Transportation, Inc. (Atlanta & W. Point)	4
CSX Transportation	242
Delaware & Hudson Railway Co.	5
Denver & Rio Grande Wester Railroad	3
Duluth, Missabe & Iron Range Rwy	1
Grand Trunk Western Rwy Co.	3
Houston Belt & Terminal Rwy Co.	2
Illinois Central Railroad Co.	10
Indiana Harbor Belt Rwy.	2
Kansas City Southern Rwy Co.	7
Lake Terminal Railroad	1
Long Island Rail Road	5
Metro North Railroad (MTA)	1
Montana Rail Link	1
NE Illinois Regional Commuter	2
New Jersey Transit Rail Op. In	4
Soo Line Railroad	18
Southern Pacific Transportation Co.	12
Springfield Terminal Rwy Co.	16
Springfield Terminal-Vermont	5
St. Louis Southwestern	4
St. Louis Southwestern/Southern Pacific	2
Terminal Railroad Association of St. Louis	6
Texas Mexican Railway	1
Union Pacific Railroad	61
Wheeling & Lake Erie Railway	6
Total Docketed Cases	**994**

Unions Party to Docketed Cases
Division 3
From October 1, 1996 to September 30, 1997

American Train Dispatchers Association	34
Brotherhood of Maintenance of Way Employes	388
Brotherhood of Railroad Signalmen	94
Transportation Communications Union	462
United Steel Workers of America	1
Miscellaneous	15
Total Cases Docketed	**994**

Sixty-third Annual Report of the

Fourth Division

of the National Railroad Adjustment Board to the National Mediation Board

For the Fiscal Year Ended September 30, 1997

MEMBERSHIP

A. K. Gradia, Chairman
J. S. Gibbons
W. M. Cunningham
R. C. Arthur, Vice Chairman
N. R. Cobb
E. C. Snyder

Jurisdiction

The Fourth Division of the National Railroad Adjustment Board has jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property or by water, and all other employees of carriers over which jurisdiction is not given to the first, second and third divisions. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees. (*The Railway Labor Act, as amended, 45 U.S.C.§153, First (h)*)

Workload Report - Docketed Cases
Division 4
From October 1, 1996 to September 30, 1997

Total Caseloads:	**No. of Cases**
On hand at beginning of year	27
New cases docketed	25
Cases disposed of	30
On hand at end of year	22

Breakdown of Cases Disposed of:

Decided without Referee	0
Decided with Referee	20
Otherwise closed (withdrawn)	10

Carriers Party to Docketed Cases
Division 4
From October 1, 1996 to September 30, 1997

Amtrak	7
Burlington Northern Railroad Co.	1
CSX Transportation	3
Duluth, Missabe & Iron Range Rwy	1
Grand Trunk Western Rwy Co.	1
Lake Superior & Ishpeming Railroad	1
Pittsburgh & Conneaut Dock Co.	5
Southern Pacific Transportation Co.	5
Union Pacific Railroad	1
Total Docketed Cases	**25**

Unions Party to Docketed Cases
Division 4
From October 1, 1996 to September 30, 1997

American Railway Supervisors Association(ARSA)	14
Assn. Of P& C Dock Co. Longshoremen	2
International Longshoremen's Association	3
Transportation Communications Union	3
United Transportation Union	3
Total Cases Docketed	**25**

APPENDIX B

FY-1997

Nominations, Appointments or Selections of Neutrals to Railroad Tribunals (other than the NRAB)

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APPENDIX B - FY 1997

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards)
October 1, 1996 to September 30, 1997

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Gold, Charlotte	2	Palm Beach Gardens	FL	06-16-97	2774	Bro. of Maintenance of Way Employes & Atchison, Topeka & Santa Fe Railway
Richter, Robert G.	2	Scottsdale	AZ	11-12-96	2971	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers & Southern Railway Company
Richter, Robert G.	2	Scottsdale	AZ	11-01-96	3320	United Transportation Union & Soo Line Railroad
Wesman, Elizabeth C.	2	Ithaca	NY	11-12-96	4702	Transportation Communications Union & Norfolk & Western Railway Co.
Richter, Robert G.	2	Scottsdale	AZ	03-11-97	4948	United Transportation Union & St. Louis Southwestern
Wallin, Gerald E.	2	St. Paul	MN	07-01-97	5622	Brotherhood of Railroad Signalmen & Norfolk Southern Railway Co.
Vernon, Gilbert H.	2	Eau Claire	WI	03-11-97	5721	Brotherhood of Locomotive Engineers & Soo Line Railroad

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
[illegible], Marty E.	2	Highland	IN	09-02-97	5722	Western Railway Supervisors Assocation & Southern Pacific Transportation Co.
Peterson, Robert E.	2	Briarcliff Manor	NY	11-20-96	5799	United Transportation Union & River Terminal Railroad Co.
Kasher, Richard R.	2	Bryn Mawr	PA	02-26-97	5809	United Transportation Union & Paducah & Louisville Railroad
O'Brien, Robert M.	2	Milton	MA	11-13-96	5814	Brotherhood of Locomotive Engineers & Burlington Northern Railroad Co.
Newman, Margo R.	2	Chicago	IL	02-21-97	5836	Transportation Communications Union & Kansas City Southern Railway Co.
Mueenig, Eckehard	2	Arlington	VA	11-13-96	5899	American Train Dispatchers Dept./BLE & Conrail-Consolidated Rail Corp.
Meyers, Peter R.	2	Chicago	IL	01-29-97	5914	United Transportation Union & Southern Pacific Transportation Co.
Peterson, Robert E.	2	Briarcliff Manor	NY	10-21-96	5929	United Transportation Union & South Buffalo Railway Co.

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Klein, Jonathan I.	2	University Heights	OH	01-08-97	5930	United Transportation Union & Toledo, Peoria & Western Railroad
Nicklas, Joseph A.	2	Bethesda	MD	02-27-97	5931	American Train Dispatchers Dept./BLE & Burlington Northern Railroad Co.
Lynch, Frank T.	2	Potomac	MD	10-21-96	5932	United Transportation Union & Union Pacific Railroad
Simon, Barry E.	2	Arlington Heights	IL	10-21-96	5933	International Association of Machinist & Aerospace Workers & CSX Transportation
Peterson, Robert E.	2	Briarcliff Manor	NY	10-25-96	5934	United Transportation Union & Union Pacific Railroad
Simon, Barry E.	2	Arlington Heights	IL	10-28-96	5935	Brotherhood Railway Carmen & Burlington Northern Railroad Co.
Van Wart, Arthur T., Sr.	2	Atlanta	GA	10-29-96	5936	Brotherhood of Maintenance of Way Employes & Union Pacific Railroad

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Domzalski, Francis J.	2	Philadelphia	PA	10-31-96	5937	United Railway Supervisors Association & Conrail-Consolidated Rail Corp.
Malin, Martin H.	2	Oak Park	IL	01-22-97	5938	Brotherhood of Maintenance of Way Employes & Conrail-Consolidated Rail Corp.
O'Brien, Robert M.	2	Milton	MA	11-05-96	5939	Brotherhood of Locomotive Engineers & Burlington Northern Railroad Co.
Peterson, Robert E.	2	Briarcliff Manor	NY	11-13-96	5940	United Transportation Union & Springfield Terminal Railway Co.
Richter, Robet G.	2	Scottsdale	AZ	11-18-96	5941	United Transportation Union & DeQueen & Eastern Railroad Co.
Meessig, Eckehard	2	Arlington	VA	11-18-96	5942	Brotherhood of Locomotive Engineers & Union Pacific Railroad
Penn, Edwin H.	2	Glencoe	IL	11-20-96	5943	Brotherhood of Locomotive Engineers & Union Pacific Railroad

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Peterson, Robert E.	2	Briarcliff Manor	NY	11-26-96	5944	United Transportation Union & Norfolk & Western Railway Co
Lynch, Frank T.	2	Potomac	MD	11-25-96	5945	United Transportation Union & Union Pacific Railroad
Lynch, Frank T.	2	Potomac	MD	02-27-97	5946	United Transportation Union & Southern Pacific Transportation Co.
Conway, James E.	2	Great Falls	VA	01-03-97	5947	International Association of Machinists & Aerospace Workers & Meridian & Bigbee Railroad Co.
Twomey, David P.	2	Quincy	MA	12-04-96	5948	United Transportation Union & Union Pacific Railroad
Warshaw, Jack A.	2	Bethesda	MD	12-06-96	5949	Transport Workers Union of America & Conrail-Consolidated Rail Corp.
Murphy, Nancy F.	2	Meridian	NY	01-21-97	5950	Brotherhood of Maintenance of Way Employes & Burlington Northern RR Co.

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards)
October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
McKissick, Andree Y.	2	Chevy Chase	MD	01-23-97	5951	International Association of Machinists & Aerospace Workers & Amtrak
Newman, Margo R.	2	Chicago	IL	12-16-96	5952	Brotherhood Railway Carmen & CSX Transportation
Meyers, Peter R.	2	Chicago	IL	01-08-97	5953	United Transportation Union & Amtrak
Kasher, Richard R.	2	Bryn Mawr	PA	12-17-96	5954	United Transportation Union & Port Authority Trans-Hudson
Newman, Margo R.	2	Chicago	IL	12-18-96	5955	Sheet Metal Workers International Union & CSX Transportation
Twomey, David P.	2	Quincy	MA	12-20-96	5956	United Transportation Union & Burlington Northern Railroad Co.
Vaughn, M. David	2	Gaithersburg	MD	12-23-96	5957	Transport Workers Union of America & New Jersey Transit Rail Operation
Zumeig, Eckehard	2	Arlington	VA	01-02-97	5958	International Brotherhood of Electrical Workers & Burlington Northern RR Co.

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Richter, Robert G.	2	Scottsdale	AZ	01-02-97	5959	Brotherhood Locomotive Engineers & CSX Transportation
Quinn, Francis X.	2	Tulsa	OK	01-06-97	5960	Brotherhood of Maintenance of Way Employes & Port Terminal Railroad Association
Quinn, Francis X.	2	Tulsa	OK	01-06-97	5961	Brotherhood of Maintenance of Way Employes & Houston Belt & Terminal Railway Company
Fredenberger, William E. Jr.	2	Stafford	VA	01-08-97	5962	United Transportation Union & Long Island Rail Road
Dennis, Rodney E.	2	Palm Beach Gardens	FL	01-13-97	5963	International Bro.of Electrical Workers & Union Pacific Railroad
Peterson, Robert E.	2	Briarcliff Manor	NY	04-29-97	5964	United Transportation Union & Grand Trunk Western Railway Co.
Lynch, Frank T.	2	Potomac	MD	01-22-97	5965	United Transportation Union & Union Pacific Railroad
Yost, James E.	2	Dania	FL	01-24-97	5966	International Brotherhood of Boilermakers & Blacksmiths & Union Pacific Railroad

I. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
LaRocco, John B.	2	Sacramento	CA	02-27-97	5967	National Conference of Firemen & Oilers & Burlington Northern Railroad Co.
Simon, Barry E.	2	Arlington Heights	IL	01-29-97	5968	United Transportation Union & Soo Line Railroad
Klein, Jonathan I.	2	University Heights	OH	01-29-97	5969	United Transportation Union & Burlington Northern Railroad Co.
Klein, Jonathan I.	2	University Heights	OH	01-30-97	5970	United Transportation Union & Burlington Northern RR Co.
Hick, Robert L.	2	Elgin	IL	02-04-97	5971	International Bro. Of Electrical Workers & NE Illinois Regional Commuters
Witt, Helen M.	2	Pittsburgh	PA	02-04-97	5972	United Transportation Union & CSX Transportation
Simon, Barry E.	2	Arlington Heights	IL	02-10-97	5973	National Conference of Firemen & Oilers & Southern Pacific Transportation Co.
Rinaldo, Thomas N.	2	Buffalo	NY	07-03-97	5974	United Transportation Union & Illinois Central Railroad

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Duffy, Hugh C.	2	Deale	MD	02-21-97	5975	International Association of Machinists & Aerospace Workers & Long Island Rail Road
Rinaldo, Thomas N.	2	Buffalo	NY	03-13-97	5976	International Association of Machinists & Aerospace Workers & Conrail-Consolidated Rail Corp.
Peterson, Robert E.	2	Briarcliff Manor	NY	02-27-97	5977	Transportation Communications Union & Kansas City Southern Railway Co.
Marx, Herbert L., Jr.	2	New York	NY	02-27-97	5978	Transportation Communications Union & Burlington Northern Railroad Co.
Simon, Barry E.	2	Arlington Heights	IL	03-03-97	5979	Transportation Communications Union & Western Fruit Express
Peterson, Robert E.	2	Briarcliff Manor	NY	03-25-97	5980	United Transportation Union & CSX Transportation
Domzalski, Francis J.	2	Philadelphia	PA	03-03-97	5981	International Bro. of Electrical Workers & Conrail-Consolidated Rail Corp.
Richter, Robert G.	2	Scottsdale	AZ	03-11-97	5982	United Transportation Union & NE Illinois Regional Commuter

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Richter, Robert G.	2	Scottsdale	AZ	03-11-97	5983	United Transportation Union & CSX Transportation
Peterson, Robert E.	2	Briarcliff Manor	NY	03-05-97	5984	United Transportation Union & Amtrak
Criswell, John B.	2	Stigler	OK	03-24-97	5985	United Transportation Union & Norfolk & Western Railway Co.
Malin, Martin H.	2	Oak Park	IL	09-02-97	5986	Brotherhood of Maintenance of Way Employes & Conrail-Consolidated Rail Corp.
Fischbach, Charles P.	2	Chicago	IL	03-25-97	5988	International Association of Machinists & Aerospace Workers & Montana Rail Link
Twomey, David P.	2	Quincy	MA	03-25-97	5989	Brotherhood of Locomotive Engineers & Union Pacific Railroad
Simon, Barry E.	2	Arlington Heights	IL	03-25-97	5990	United Transportation Union & CSX Transportation
Pagnani, Joseph M.	2	Sewell	NJ	03-27-97	5991	Brotherhood of Railroad Signalmen & New Jersey Transit Rail Operations, Inc.

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Fischbach, Charles P.	2	Chicago	IL	04-17-97	5992	International Association of Machinists & Aerospace Workers & Burlington Northern Railroad Company
Muessig, Eckehard	2	Arlington	VA	04-03-97	5994	United Transportation Union & Grand Trunk Western Rwy. Co.
Peterson, Robert E.	2	Briarcliff Manor	NY	04-03-97	5994	United Transportation Union & Grand Trunk Western Railway Co.
Richter, Robert G.	2	Scottsdale	AZ	04-03-97	5994	United Transportation Union & Grand Trunk Western Railway Co.
Cook, John Jr.	2	Portland	OR	04-04-97	5995	National Conference of Firemen & Oilers & Union Pacific Railroad
Meyers, Peter R.	2	Chicago	IL	04-10-97	5996	United Transportation Union & CSX Transportation
Lynch, Frank T.	2	Potomac	MD	04-14-97	5997	Brotherhood of Locomotive Engineers & Union Pacific Railroad
Suntrup, Edward L.	2	Winnetka	IL	04-17-97	5998	American Train Dispatchers Dept./BLE & Burlington Northern Railroad Co.

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
[illegible], Gerald E.	2	St. Paul	MN	05-19-97	5999	Brotherhood of Railroad Signalmen & Elgin, Joliet & Eastern Railway Co.
[illegible], Dana E.	2	Spencer	NY	04-23-97	6000	Transportation Communications Union & CSX Transportation
[illegible], John C.	2	Mt. Prospect	IL	04-28-97	6001	Transportation Communications Union & Burlington Northern Railroad Co.
Klein, Jonathan I.	2	Univerity Heights	OH	04-29-97	6003	United Transportation Union & Burlington Northern RR Co.
[illegible], Stephen W.	2	Marysville	KS	04-29-97	6004	United Transportation Union & Burlington Northern Railroad Co.
Warshaw, Jack A.	2	Bethesda	MD	06-18-97	6005	International Association of Machinists & Aerospace Workers & Norfolk & Western Railway Co.
[illegible], Carol J.	2	Denver	CO	07-09-97	6006	International Association of Machinists & Aerospace Workers & Union Pacific Railroad
[illegible], Marty E.	2	Highland	IN	06-12-97	6008	United Transportation Union & River Terminal Railroad Co.

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Cook, John Jr.	2	Portland	OR	05-30-97	6010	Brotherhood of Locomotive Engineers & Union Pacific Railroad
Simon, Barry E.	2	Arlington Heights	IL	05-30-97	6011	International Association of Machinists & Aerospace Workers & Elgin, Joliet & Eastern Railway Co.
Zusman, Marty E.	2	Highland	IN	07-16-97	6013	United Transportation Union & Burlington Northern Railroad Co.
Moore, Preston J.	1	Oklahoma	OK	06-10-97	6014	American. Train Dispatchers Depart./BLE & Terminal RR Assn. of St. Louis
Weaman, Elizabeth C.	2	Ithaca	NY	06-11-97	6015	Sheet Metal Workers International Union & CSX Transportation
Weaman, Elizabeth C.	2	Ithaca	NY	07-01-97	6016	Transportation Communications Union & Burlington Northern Railroad Co.
Meyers, Peter R.	2	Chicago	IL	06-12-97	6017	Brotherhood of Maintenance of Way Employes & Soo Line Railroad Co.

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1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Bianchi, Thomas N.	2	Buffalo	NY	07-29-97	6018	United Transportation Union & Illinois Central Railroad Co.
Marx, Herbert L., Jr.	2	New York	NY	06-17-97	6019	United Transportation Union & Conrail-Consolidated Rail Corp.
Malin, Martin H.	2	Oak park	IL	06-16-97	6020	International Longshoremen's Association Pittsburgh & Conneaut Dock Co.
Kelly, Donald T.	2	Livonia	MI	06-17-97	6021	United Transportation Union & Elgin, Joliet & Eastern Railway Co.
Weiman, Elizabeth C.	2	Ithaca	NY	06-24-97	6022	Brotherhood Railway Carmen & Port Authority Trans-Hudson
Meissig, Eckehard	2	Arlington	VA	06-30-97	6024	United Transportation Union & Illinois Central Railroad Co.
Suntrup, Edward L.	2	Winnetka	IL	07-02-97	6025	Transportation Communications Union & CSX Transportation
Criswell, John B.	2	Stigler	OK	07-17-97	6027	United Transportation Union & Duluth, Missabe & Iron Range Railroad
Peterson, Robert E.	2	Briarcliff Manor	NY	07-18-97	6028	United Transportation Union & Norfolk & Portsmouth Beltline

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Suntrup Edward L.	2	Winnetka	IL	07-25-97	6029	American Train Dispatchers Dept./BLE & Southern Pacific Transportation Co.
Muessig, Eckehard	2	Arlington	VA	07-31-97	6030	Brotherhood of Locomotive Engineers & Eastern Idaho Railroad Co.
Klein, Jonathan I.	1	University Heights	OH	08-04-98	6032	International Association of Machinists & Aerospace Workers & Conrail-Consolidated Rail Corporation
Gold, Charlotte	2	Palm Beach Gardens	FL	08-11-97	6033	Intl. Brotherhood of Boilermakers, Blacksmiths & Norfolk & Western Railway Co.
Yost, James E.	2	Dania	FL	08-11-97	6034	International Brotherhood of Electrical Workers & Norfolk & Western Railway Co.
Lynch, Frank T.	2	Potomac	MD	08-11-96	6035	United Transportation Union & Buffalo & Pittsburgh Railroad, Inc.
Newman, Margo R.	2	Chicago	IL	09-02-97	6036	Transportation Communications Union & Norfolk & Western Railway Co

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1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Richter, Robert G.	2	Scottsdale	AZ	08-15-97	6037	United Transportation Union & Kansas City Southern Railway Co.
Fischen, Dana E.	2	Spencer	NY	09-22-97	6040	Brotherhood of Locomotive Engineers & Union Pacific Railroad
Fletcher, John C.	2	Mt. Prospect	IL	09-11-97	6041	Brotherhood of Locomotive Enginers & Burlington Northern Railroad Co.
Criswell, John B.	2	Stigler	OK	09-23-97	6042	United Transportation Union & Dallas, Garland & Northeastern
Meyers, Peter R.	2	Chicago	IL	09-30-97	6043	Brotherhood of Maintenance of Way Employes & Illinois Central Railroad Co.

Type - 1 (Procedural Board)
2 (Merits Board)

2. Arbitrators Appointed--Arbitration Boards October 1, 1996 to September 30, 1997

Name	Residence	Date of Appt.	Arb. No.	Parties
Preston J. Moore	Oklahoma City, OK	10-03-96	563	Norfolk Southern and United Transportation Union
Robert O. Harris	Washington, DC	12-11-96	564	National Carrier Conference Committee and Brotherhood of Locomotive Engineers
Eckehard J. Muessig	Arlington, VA	12-11-96	564	National Carrier Conference Committee and Brotherhood of Locomotive Engineers
Robert M. O'Brien	Milton, MA	12-11-96	564	National Carrier Conference Committee and Brotherhood of Locomotive Engineers
Dana E. Eischen	Spencer, NY	09-04-97	565	Soo Line Railroad and Brotherhood of Locomotive Engineers

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3. Arbitrators Appointed - Special Boards of Adjustment
October 1, 1996 to September 30, 1997

Name	Type	City	State	Date of Appointment	SBA No.	Parties
Byron, Beverly	2	New York	NY	10-20-96	0884	United Transportation Union & Long Island Rail Road
McDonnell, James R.	2	Snyder	NY	11-25-96	0894	Brotherhood of Locomotive Engineers & Conrail-Consolidated Rail Corp.
Gold, Charlotte	2	P. Beach Gardens	FL	11-25-96	0894	Brotherhood of Locomotive Engineers & Conrail-Consolidated Rail Corp.
Fletcher, John C.	2	Mt. Prospect	IL	11-25-96	0894	Brotherhood of Locomotive Engineers & Conrail- Consolidated Rail Corp.
O'Brien, Robert M.	2	Milton	MA	01-30-97	0910	United Transportation Union & Conrail-Consolidated Rail Corp
Meyers, Peter R.	2	Chicago	IL	11-06-96	0910	United Transportation Union & Conrail-Consolidated Rail Corp.

3. Arbitrators Appointed - Special Boards of Adjustment
October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	SBA No.	Parties
Murphy, Nancy F.	2	Meridian	NY	10-04-96	0935	Transport Workers Union of America & Metro North Railroad (MTA)
Suntrup, Edward L.	2	Winnetka	IL	11-25-96	0951	Transportation Communications Union & Metro North Railroad (MTA)
Kasher, Richard R.	2	Bryn Mawr	PA	12-16-96	0957	Bro. Maintenance of Way Employes & Southeastern Pa. Transit Authority
Simon, Barry E.	2	Arlington Heights	IL	09-22-97	0960	United Transportation Union & Southeastern Pa. Transit Authority
Domzalski, Francis J.	2	Philadelphia	PA	04-01097	0968	International Bro. of Electrical Workers & Southeastern Pa. Transit. Authority
Henner, Martin E.	2	Eugene	OR	03-09-97	0993	United Transportation Union & Southern Pacific Transportation Co.
Murphy, Nancy F.	2	Meridian	NY	01-10-97	0998	Transport Workers Union of America & Metro North Railroad (MTA)
Meyers, Peter R.	2	Chicago	IL	06-24-97	1005	Brotherhood of Maintenance of Way Employes & Amtrak

3. Arbitrators Appointed - Special Boards of Adjustment
October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	SBA No.	Parties
Marx, Herbert L., Jr.	2	New York	NY	11-06-96	1016	Bro. Maintenance of Way Employes & Conrail-Consolidated Rail Corp.
Brent, Daniel F.	2	Princeton	NJ	02-11-97	1043	United Transportation Union & New Jersey Transit Rail Operations Inc.
Ilivicky, Joan	2	Scarsdale	NY	02-11-97	1043	United Transportation Union & New Jersey Transit Rail Operations Inc.
Fletcher, John C.	2	Mt. Prospect	IL	04-11-97	1049	Bro. Maintenance of Way Employes & Norfolk Southern Railway Co.
Vaughn, M. David	2	Gaithersburg	MD	01-17-97	1062	Brotherhood of Locomotive Engineers & Canadian Pacific Ltd.
Eischen, Dana E.	2	Spencer	NY	01-17-97	1062	Bro. Locomotive Engineers & Canadian Pacific Ltd.
Baroni, Barry J.	2	Metairie	LA	04-01-97	1088	International Longshoremen's Association & Alabama State Docks

3. Arbitrators Appointed - Special Boards of Adjustment
October 1, 1996 to September 30, 1997 (Continued)

Name	Type	City	State	Date of Appointment	SBA No.	Parties
Rosen, Stephen J.	2	Cedar Grove	NJ	04-17-97	1089	Brotherhood of Railroad Signalmen & Port Authority Trans-Hudson
Benn, Edward H.	2	Glencoe	IL	04-02-97	1090	Brotherhood Railway Carmen & TTX Company
Malin, Martin H.	2	Oak Park	IL	04-29-97	1091	Transportation Communications Union & Duluth, Missabe & Iron Range Rwy
Malin, Martin H.	2	Oak Park	IL	04-29-97	1092	Transportation Communications Union & Bessemer and Lake Erie
Fletcher, John C.	2	Mt. Prospect	IL	06-11-97	1095	Transportation Communications Union & Elgin, Joliet & Eastern Rwy Co.
Peterson, Robert E.	2	Briarcliff Manor	NY	07-29-97	1097	United Transportation Union & CSX Transportation
Kasher, Richard R.	2	Bryn Mawr	PA	09-09-97	1098	Bro. Maintenance of Way Empl[illegible]es & Montana Rail Link

2 - Merits Board

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4. Arbitrators Nominated Pursuant to Union Shop Agreements October 1, 1996 to September 30, 1997

Name	Residence	Date of Appointment	Individual Carrier/ Union
Robert L. Hicks	Elgin, IL	03-24-97	Northeast Illinois Regional Commuter Corp. and Brotherhood of Railroad Signalmen

5. Arbitrators Selected - System Boards of Adjustment (Airlines)
October 1, 1996 to September 30, 1997

Name of Arbitrator	Residence	Date of Panel	Parties
Robert O. Harris	Washington, DC	08-04-97	Association of Flight Attendants - Service Charge Objectors
Three Panels Submitted	Disputes Settled	04-03-97	Airport Group Intl. and IAM
Three Panels Submitted	No Selection[1]	02-27-97	Airport Group Intl. and IAM
One Panel Submitted	Dispute Settled	03-31-97	Air Canada and Teamsters Local 769
John B. LaRocco	Sacramento, CA	05-08-97	Aloha Island Air and ALPA
Anthony Sinicropi[2]	Iowa City, IA	11-25-96	Atlantic Southeast Airlines and ALPA
James F. Scearce	Tallahassee, FL	04-11-97	CCAir and Teamsters Local 71
Nicholas H. Zumas	Washington, DC	04-11-97	CCAir and Teamsters Local 71
Helen M. Witt	Pittsburgh, PA	04-11-97	CCAir and Teamsters Local 71
Nine Panels Submitted	Disputes Settled	12-13-97	LAB Airlines and Teamsters Local 769
Tim Bornstein	Lincoln, MA	12-13-97	LAB Airlines and Teamsters Local 769
Robert G. Williams	Mooresville, NC	11-14-97	Piedmont Airlines and ALPA
Joseph A. Sickles	Bethesda, MD	11-14-97	Piedmont Airlines and ALPA
John E. Sands	Montclair, NJ	11-14-97	Piedmont Airlines and ALPA

[1] Parties Requested Second Panel

[2] Arbitrator was not on panel list.

5. Arbitrators Selected - System Boards of Adjustment (Airlines) October 1, 1996 to September 30, 1997 (Continued)

Name of Arbitrator	Residence	Date of Panel	Parties
One Panel Submitted	No selection	08-15-97	Rowland & Schulman v. Great Lakes
Barry E. Simon	Arlington Hts, IL	07-31-97	Trans State Airlines and ALPA
One Panel Submitted	Dispute Withdrawn	05-06-97	Trans State Airlines and ALPA
Gilbert Vernon	Eau Claire, WI	04-22-97	Trans State Airlines and IBT
Walter Gershenfeld	Flourtown, PA	04-07-97	Trans State Airlines and ALPA
One Panel Submitted	Dispute Withdrawn	04-07-97	Trans State Airlines and ALPA
Milton T. Edelman	Carbondale, IL	04-07-97	Trans State Airlines and ALPA
Charles Feigenbaum	Wheaton, MD	04-07-97	Trans State Airlines and ALPA
Robert E. Light	Edison, NJ	04-07-97	Trans State Airlines and ALPA
One Panel Submitted	Dispute Settled	01-27-97	United Airlines and AFA
One Panel Submitted	Dispute Settled	10-30-97	United Parcel Svs. and IBT Local 2727
One Panel Submitted	No Selection[1]	07-22-97	United Parcel Svs. and IBT Local 2727
One Panel Submitted	Dispute Settled	07-17-97	United Parcel Svs. and IBT Local 2727
Robert Creo	Pittsburgh, PA	05-28-97	United Parcel Svs. and IBT Local 2727
Joseph Sickles	Bethesda, MD	07-16-97	US Airways and IAM

[1] Parties Requested Second Panel

5. Arbitrators Selected - System Boards of Adjustment (Airlines) October 1, 1996 to September 30, 1997 (Continued)

Name of Arbitrator	Residence	Date of Panel	Parties
Nicholas Zumas	Washington, DC	07-16-97	US Airways and IAM
I. B. Helburn	Austin, TX	07-16-97	US Airways and IAM
Robert L. Douglas	Woodmere, NY	05-24-97	US Airways and IAM
Gilbert H. Vernon	Eau Claire, WI	06-12-97	US Airways and IAM
Hebert Fishgold	Washington, DC	06-12-97	US Airways and IAM
Robert L. Douglas	Woodmere, NY	01-14-97	USAIR and IAM
Lawrence T. Holden	Lincoln, MA	10-29-96	USAIR and TWU
Eva Robins	New York, NY	10-29-96	USAIR and TWU
Herbert Fishgold	Washington, DC	10-29-96	USAIR and TWU

5a. Arbitrators Selected - Labor Protective Provisions
October 1, 1996 to September 30, 1997

Name	Residence	Date of Appt.	Parties
Gilbert H. Vernon	Eau Claire, WI	02-21-97	CP Rail System/Soo Line Railroad and Brotherhood of Locomotive Engineers
James E. Yost	Dania, FL	02-21-97	Union Pacific Railroad and United Transportation Union
Helen M. Witt	Pittsburgh, PA	03-11-97	Blackstone Capitol Partners L.P., Blackstone Transportation Partners L.P. and USC Corporation and TCU
Helen M. Witt	Pittsburgh, PA	05-30-97	Blackstone Capitol Partners L.P., Blackstone Transportation Partners L. P. and USX Corporation and TCU & UTU.
Helen M. Witt	Pittsburgh, PA	12-04-96	Blackstone Capitol Partners, L.P. & Blackstone Transportation Partner L. P. and USX Corporation and USWA & TCU

5h. Arbitrators Selected--System Boards of Adjustment (Railroads), October 1, 1996 to September 30, 1997

Name	Residence	Date of Panel	Parties
Rodney E. Dennis	Palm Beach Gardens, FL	07-23-97	National Railway Labor Conference and United Transportation Union
Panel Submitted	No Arbitrator Selected	02-14-97	National Carrier's Conference Committee & Transportation Communications International Union
George Nicolau	New York, NY	10-24-96	National Railway Labor Conference & Brotherhood of Maintenance of Way Employes

6. Arbitrators Appointed to Public Law 91-518--Rail Passenger Service Act of 1970 (Amtrak), October 1, 1996 to September 30, 1997

Name	Residence	Date of Appt.	Amtrak No.	Parties

NONE

7. Arbitrators Appointed Pursuant to Public Law 93-236–Regional Rail Reorganization Act of 1973 (ConRail), October 1, 1996 to September 30, 1997

Name	Residence	Date of Appt.	ConRail No.	Parties

NONE

APPENDIX C

FY-1997

Selected Labor Organizations and Associated Acronyms

Selected Labor Organizations and Associated Acronyms

AIRLINES

ADA	Alaska Dispatchers Association
AEA	Aviation Employees Association
AFA	Association of Flight Attendants
AG	Aviators Group
ALEA	Air Line Employees Association
ALPA	Air Line Pilots Association
AMFA	Aircraft Mechanics Fraternal Association
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ATE	Air Transport Employees
AWPA	Air Wisconsin Pilots Association
CWA	Communications Workers of America
DSPU	Desert Sun Pilot Union
FAFC	Flight Attendants for a Free Choice
FEIA	Flight Engineers' International Association
FPA	Fedex Pilots Association
FTTE	Freedom to the Employees
HERE	Hotel Employees & Restaurant Employees International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IUFA	Independent Union of Flight Attendants
PAFCA	Professional Airline Flight Control Association
PCCA	Professional Cabin Crew Association
PFCA	Pacific Flight Crew Association
RAPA	Regional Airline Pilots Association
ROPA	Ramp Operatings Provisioning Association
SAEA	Southwest Airlines Employees Association
SAM	Society of Airline Meteorologists
SAPIA	Southwest Airlines Professional Instructors Association
SCCA	Southwest Crew Controllers Association
SDA	Southwest Dispatchers Association
SJPA	Southern Jersey Pilots Association
TCU	Transportation Communications International Union
TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TWU	Transport Workers Union of America
UAW	United Automobile, Aerospace, Agricultural Implement Workers of America
UFA	Union of Flight Attendants
UFCW	United Food & Commercial Workers Union
UIW	United Industry Workers District Council 424

AFRP	American Federation of Railroad Police, Inc.
AMREA	Arkansas & Missouri Railroad Engineers Association
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employees
BRS	Brotherhood of Railroad Signalmen
CLU	Canton Local Union # 3
CTD	Chicago Truck Drivers, Helpers & Warehousemen Workers Union
DM&IRRP	Duluth, Missabe & Iron Range Railway Patrolmen
DSC	Dispatchers' Steering Committee
FFRE	Florida Federation of Railroad Employees
FICU	First Independent Carmen's Union
FOP	Fraternal Order of Police
FSREU	Fort Smith Railroad Employee's Union
FVWMWEA	Fox Valley and Western Maintenance of Way Employees Association
HERE	Hotel Employees & Restaurant Employees International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IRSA	Independent Railway Supervisors Association
IWA	International Woodworkers of America
LIUNA	Laborers' International Union of North America
LU	Local Union
M&PSCA	M&P Shop Crafts of America
MSEA	Modesto Shop Employees Association
MTU	Metropolitan Train Union
NTSA	National Transportation Supervisors Association
PBA-LIRRP	Police Benevolent Association-Long Island Rail Road Police
ROWU	Railway Office Workers Union
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers' International Association
TCU	Transportation Communications International Union
TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TCU-Carmen	Brotherhood Railway Carmen, a Division of TCU
TSBREA	Tuscola & Saginaw Bay Railway Employees Association

TWU	Transport Workers Union of America
UAW	United Automobile Workers of America
UPIU	United Paperworkers International Union
URSA	United Railway Supervisors Association
USWA	United Steelworkers of America
UTU	United Transportation Union
YSC	Yardmasters Steering Committee

END

01-04-00